

The Conference Board MANAGEMENT RECORD

JUNE, 1943

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National Industrial Conference Board, Inc.

VOL. V, No. 6

A Glance at this Issue

Supervisors Train Themselves

Line responsibility for maintaining satisfactory human relations in the organization is part of the plan of Congoleum-Nairn, Inc., which has developed a unique method of training its supervisors. The unusual feature, however, is not this but the fact that the supervisors establish their own goals and standards without assistance from top management. It was the foremen, for example, who conducted research on job-evaluation programs with the thought that it might be a good idea to introduce the technique in Congoleum-Nairn.

Top executives of the company are prepared themselves to exemplify in every contact with the supervisors the principles which the supervisors adopt for their dealings with rank-and-file employees. This "example method" is considered the foundation of the plan. (Page 246.)

How Many More Can Industry Spare?

Can industry continue to achieve the miracles of the last two years with further loss of manpower? Nearly 70% of more than two hundred company representatives whose opinions were sought in a Conference Board survey consider that the additional number of executives that can be spared if production requirements are to be met is absolutely none. There is a note of desperation, too, at the prospect of losing more technical and supervisory staff.

If technical men must be drafted, suggests one vice president, put them in uniform and send them back to the factories where their services are irreplaceable and where they can make their maximum contribution toward winning the war. (Page 259.)

The Extent of Unionization

Certain unions are so articulate and their activities occupy so much space in the public press that the general impression is created of almost 100% union membership. As a matter of fact, of the 43 million persons in nonagricultural employment in the United States at the end of last year, only about 13 million wage and salaried workers were under union contracts.

The types of union recognition that were in effect at the end of 1942 and the extent to which they affected a number of important industries are shown on page 250.

Incentive Plans and Output

If wage incentive plans could be generally introduced under satisfactory auspices—and some consider that this is a big "if"—war production could be increased considerably with no expansion of present plant and personnel. This is the consensus of executives who comment on the subject. (Page 255.) A majority estimate a possible increase of from 10% to 20%. Others place the possible gain in productivity much higher, even as great as 50%.

Company Contact with Service Men

On the salt flats of Tunisia a soldier pulls from his pocket his "lucky dollar," token of the gang in the plant at home. Pretty fine to have it, even if you aren't sold on its power to ward off bullets.

Hank over there has a swell pair of sun glasses which his company gave him when he exchanged hat for helmet. Bill gets cigarettes regularly from the boys in the shop. Little things, but O.K. Of such is built morale. (Page 251.)

How One Company Develops Supervisors

FOR SEVERAL years executives in many companies have devoted considerable attention to the development and training of foremen and supervisors. The ultimate goal of all these programs has been to improve the supervisor's administrative capacity. But the immediate goal can be subdivided into two phases. First, in order to be wholly effective, the supervisor must understand and accept his responsibilities. Second, he must fulfil them satisfactorily. The question executives ask is, "How can this be achieved?"

Unfortunately, there does not appear to be any magic method that will overnight transform an inexperienced or partly effective supervisor into a thoroughly competent executive. It is also generally recognized that there is no single formula that can be employed with equal effectiveness in all companies. For example, one company may have experienced excellent results by employing the conference method. Another company may be enthusiastic about the lecture method. Still another company may be equally proud of the results of its "on-the-job" or "direct contact" method. Added to these are the large number of companies that have achieved effective supervision by employing different combinations and variations of these three basic methods. The reason for these seemingly conflicting opinions is quite logical. Differences among companies in organization, size, product, location, policies, and personnel require different approaches to the problem of supervisory training.

But it is safe to say that, regardless of the training methods employed, adequate and competent supervision exists only in those companies in which the top executives:

1. Recognize that they are completely responsible for the quality and effectiveness of their supervisors, and
2. Vigorously and wholeheartedly tackle the problem of supervisory and foreman development.

The purpose of this article is to describe the successful supervisory development program of Congoleum-Nairn, Inc.—a company in which the top executives appear to have fulfilled their responsibilities regarding these two requirements. The executives of this company have always recognized the value of supervisory training and development and for many years have carefully nurtured a program designed to meet their requirements effectively.

At the start, the motivating force was the recognition of the fact that thoroughly effective supervisors rarely "just happen" and that, on the contrary, good

supervisors are the product of careful selection and training.

One must recognize that, although the story of this achievement can be told in a few paragraphs, it is a great deal easier to describe than to put into successful operation. During the formative stages, the planning, the disappointments, the periods of indecision as to whether it is really worth while to stick to a plan, and the energy consumed in the continuous adherence to the major principles of operating a business under a program of this kind have caused many management groups to fall by the wayside and adopt a substitute approach. Yet the reward for developing competent and effective supervisors is not merely the satisfaction derived from the achievement of a difficult goal. It is much greater and more down to earth than that. It lies in the comfortable knowledge that a company is being well-run by all the standards and measuring sticks of sound American business principles.

Congoleum-Nairn, Inc. was organized in 1919. The company maintains four plants in Kearny, New Jersey; Marcus Hook, Pennsylvania; Cedarhurst, Maryland; and Salem, New Jersey.

The Kearny plant, in which this study was conducted, employs approximately 1,300 workers. These employees are represented by an independent union.

The company is the world's largest manufacturer of hard-surface floor coverings. Since the entry of the United States into the war, much of the productive capacity of the company has been converted to wartime work. The Kearny plant was recently awarded the Army-Navy "E."

WHAT THE PROGRAM IS

In the minds of Congoleum-Nairn executives, the philosophies of company management and supervisory training are closely interrelated. Therefore, the word "program" is probably too limiting a term to be applied to this company's approach to the problem of supervisory development. But the plan contains several unique features which have noticeably contributed to the successful development of the supervisors. One may comprehend the true scope of the Congoleum-Nairn philosophy by studying the following description prepared by the company's foremen and assistant foremen:

SUPERVISORY TRAINING

The objective of our supervisory training is to develop managerial ability in all supervisors, regardless of

number of men for whom they are responsible, by cultivating qualities of leadership, self-reliance, and sound judgment in the direction of men, the operating of machines, and control of materials.

Setting an example in delegating responsibility for results to all members of the line supervisory organization, successively from top to bottom, is the foundation of our supervisory training.

New operating and supervisory techniques from various sources are made available, and are developed, accepted or rejected, only after actual trial by line organization supervisors. Those accepted are developed to a point of practical application and then are employed in a continuous systematic manner under the direction of line organization supervisors.

This training has resulted in the development of supervisors who are successful in improving human relations and effectively controlling the numerous factors which influence quality, cost, production and waste, following well-defined line organization procedure.

It is important to note the emphasis given in this statement to *line* organization. This indicates the belief that no workman or other individual can report successfully to more than one boss. It naturally follows that, when this philosophy is put into practice, the supervisory staff takes much more responsibility in connection with the operation of their departments than is thought practicable by many executives. In other words, the operation for which a Congoleum-Nairn foreman is responsible includes not only volume, cost, and quality, but also all other phases of management, probably the most important of which is human relations. Unless human relations are entirely satisfactory, Congoleum-Nairn executives believe that maximum results in volume, cost, and quality will not be achieved. By establishing records of performance a foreman is enabled to prove this fundamental principle both to his own satisfaction and to that of his superior in the organization.

HOW THE PLAN WORKS

From the beginning, the supervisors have continually searched for the most effective answer to the question, "What is a good supervisor?"

Through conferences and considerable study of the question by the supervisors, the standards and qualifications of a good supervisor have been scrutinized and agreed upon. The point that may surprise many industrial men is that the supervisors periodically set their own standards and goals without assistance from top management. The absence of management's control or direct participation in these conferences represents the best indication to the supervisors that the entire program has been sincerely conceived and will be followed exactly as outlined by the company's management. It increases the supervisor's self-con-

fidence because it is also the best indication that the top executives have implicit faith in the supervisors' ability to become department managers in the real sense of the term.

As a result of their studies and discussions of the elements of a good supervisor, the supervisors themselves have learned that one of the most important qualifications of a competent executive is the ability to maintain and improve good employee-employer relations. Committees elected by the supervisors seek out reference material, and at the company's expense have subscribed to various periodicals and services covering the subject. Meetings are held as discussion groups at which the supervisors themselves advance typical situations for discussion and solution.

The company executives receive minutes or outlines of these conferences so that they can be informed of the progress and nature of the meetings. An interesting fact is that the supervisors cover the subjects in these meetings so thoroughly and competently that the managing executives feel no desire to inject themselves into the proceedings. All human relations tools, such as employee interviews, employee rating, training, effective methods of handling grievances, etc., are vigorously and intelligently studied and put into practice. An important contribution to the success of the program appears to be that the top executives not only make it known that they approve of the steps being taken, but also are prepared themselves to exemplify in every single contact with the supervisors the principles which the supervisors have adopted for their dealings with their rank-and-file employees.

Thus, by establishing what might be called the "contact method" or "example method" of developing supervisors, the executives of Congoleum-Nairn have introduced, perhaps unintentionally, the method which appears to be the foundation of the entire plan. In other words, they follow the plan of capitalizing on any and every occasion to educate the supervisors by personal example and by indirect and direct suggestion. In fact, many executives who have studied the problem of supervisory training are of the opinion that supervisory training programs which prove ineffective fail to achieve success because this "contact method" is disregarded.

On occasions, the supervisors as individuals, or as a group, turn to the executives for advice. Needless to say, they receive it. But in these instances, care is always exercised to handle the requests in such a way that the supervisors will not get the idea that they are expected to obtain management's guidance in all their problems.

The Congoleum-Nairn method of training supervisors may be best described by citing a specific and actual example.

At a meeting of the foremen and assistant foremen, the Plant Manager asked if among the group there was any knowledge of the modern methods of job evaluation and suggested that it might be well for the foremen to inform themselves about the job-evaluation programs used by other companies. Furthermore, in keeping with the plan, the idea was advanced in such a way that the foremen understood that as a result of their investigations they might wish to develop a job-evaluation program of their own.

Within two years from the time of this meeting there was in existence at Congoleum-Nairn an effective job-evaluation program which had been developed by the foremen and assistant foremen of all four plants. Not only did the foremen get valuable training by their development of this program but they gave it their 100% support. Since they are largely responsible for developing new supervisors, they also make sure that the prospective supervisor is thoroughly grounded and sold on the job-evaluation program. This same attitude applies to the many other tools and techniques which have been developed in a similar manner. From this example, it is apparent that the plan in operation calls forth cooperative effort between the top executives and the supervisors, and also for the same type of cooperation among the supervisors themselves.

An early outgrowth of the development program was the recognition by the supervisors that a good supervisory job consists of a combination of successfully coordinated activities. Accordingly, each supervisory responsibility has been analyzed by committees elected for that purpose. The responsibilities studied in this manner now include cost of manufacturing, quality, maintenance of equipment and plant facilities, safety, waste and salvage, productive labor costs, etc.

As these studies progress, the supervisors continue to develop and establish periodically the goals and standards of operation in their various responsibilities. These self-established goals are important because they serve two purposes—they provide (in conjunction with the performance records previously mentioned) a means of factually measuring the supervisors' progress, and they serve to satisfy a natural sporting instinct.

Executives who have never had the opportunity of observing supervisors operating in this manner will be considerably impressed to learn that the goals set by these supervisors are in many instances more difficult to achieve than if they had been established by the executives. One is equally impressed to learn, moreover, that a great many of the most difficult goals are actually achieved. One of the reasons for

this record is undoubtedly owing to the fact that the supervisors have learned to use the services and cooperation of all branches and divisions of the company, including, for example, the Engineering and the Controller's departments.

LATER DEVELOPMENTS

It is now customary for the supervisors to begin in September the planning of the following year's goals and responsibilities. By January these plans have been completed and are formally presented to the supervisory body by the chairmen of the various committees at the annual meeting. Usually, a major executive of the company gives a brief talk at the beginning of the annual meeting, but with this one exception the speeches are prepared and delivered by the supervisors. The following speech is typical of those delivered by the supervisors and was made at the annual meeting in 1942 by Supervisor James Thompson on the subject of "Quality."

"As Mr. Abrams has stated, a committee has been organized to study quality trends and to consider the outlook for 1942. It is the conclusion of this committee that the quality objectives for perfects set for 1942 can be made.

"This conclusion is not snap judgment nor is it based on blind optimism and false hopes. It is based on careful and complete examination of records, and indicated trends therefrom, and the sound knowledge of what had to be done and what has been done.

"Like Mr. Lang, we also had grave doubts as to making even as good a record in 1942 as we did in 1941, knowing that still further increases in productive rate would be required. This doubt is not substantiated by the record. The examination record indicates that while the production trend increased, the high quality trend was also maintained. This means that with increased production we have been able to increase our per cent perfects. We can think of no reason why this trend cannot be continued.

"Now this may sound like a bold statement to make in the face of the fact that we did not make our quality objective for 1941. No attempt will be made to obscure this fact. The work of this committee would have been much easier if we had, but the fact remains that our perfects record in 1941 is not quite as good as it was in 1940. Now the 1941 record is not bad, being nearly as good as the best we ever did, but it is not satisfactory. We cannot take any satisfaction out of our failure to make good on our promise to ourselves and to the management.

"The first job of this Quality Committee was to determine from the record why we failed to meet our objective. We cannot eliminate damages until we know the cause.

"The data show that at the start of 1941 the percentage of perfects was considerably below the objective. During the next few months the rate of production increased and four things became apparent:

1. A demand was placed on the supporting departments that was higher than any previous demand.

2. Production required an experimental program far beyond anything ever before attempted.

3. Additional personnel was required and this, for the most part, was inexperienced.

4. Duties of the supervisors were greatly increased.

"There is no doubt that this expansion was in some measure responsible for the continuance of the relatively high percentage of damages. Examination of the record indicates high damages traced to these four causes. Examples could be given to prove this but the gain would be slight unless we went into great detail. The time permitted for this report will not allow this. However, each supervisor here knows what his part has been, because the damage record is analyzed by all.

"The bright spot in the picture is that this situation was not permitted to persist. By skilled scheduling and the efficient use of every available minute, productive capacities of supporting departments were increased. The chemists and their assistants, through careful study and diligent application of their skills and knowledge, made possible production to points hitherto unknown and unthought of. The extended efforts of the supervisors in telling, showing, testing and checking, made experienced men out of green men. By conference leadership methods, employee interviews and other management tools, the accumulated thoughts and experience of many men were put into full use. The result of this was the reduction of damage, which, with the exception of one month, has been continuous since June.

"The facts so far presented give rise to a feeling of optimism as to our success in meeting the 1942 objective. Mr. Lang has stated that the use of alternate materials will prevent us from improving our quality.

"We realize that this situation is unpredictable and we do not know what materials we will be unable to obtain and for which we will have to discover alternates.

"We do know, however, that such work will have to be done. This situation does not frighten us into submission. On the contrary, we accept the introduction of alternate materials as a challenge to our energy and ingenuity and we back our stand on our record of past performances on similar problems.

"We have an organization that we feel through knowledge and experience can effectively establish the use of alternate materials, and there are many examples of substitutions which time does not permit reviewing, but most of you are familiar with them. Many of the replacements were the result of our own initiative in introducing them and they were satisfactorily developed.

"It may have entered your minds that when the use of alternate raw materials is forced on us we may be unable to produce in a reasonable time. To answer this question, simply review in your mind some of the problems in this connection we have already met and conquered. Certainly we made some mistakes and we made some production we did not consider good, but the amount was small and we

were soon producing merchandise that was satisfactory in every respect.

"We firmly believe that with the applied skill of our supervisors, operators, mechanics and technicians, the effect of alternate raw materials on quality will not be a difficulty that we cannot overcome.

"We feel the quality objective for 1942 can be attained. It will be, if every man recognizes or is taught the part he plays in the control of damages, and every man, without exception, plays his part. It remains only for us to approach our problems with determination, in order to successfully meet this objective.

"This, gentlemen, we intend to do."

This speech and the foregoing information indicate that the supervisors of the Kearny plant of Congoleum-Nairn have learned to recognize their responsibilities and have thus at least attained the first phase of the goal of a supervisory development program. The next question of interest is, "How well have they fulfilled these responsibilities?"

RESULTS

As to the supervisors' responsibilities for the maintenance and continued improvement of employee-employer relations, it is difficult to furnish a factual record of progress in a report of this kind without having conducted a series of morale studies. But persons who have carefully studied the causes and problems of absenteeism have discovered that the absentee rate, in most instances, reflects the state of employee morale.

Accordingly, a comparison has been made between the national figures of THE CONFERENCE BOARD's index of absenteeism and the absentee rates of the Kearny plant of Congoleum-Nairn, Inc. This comparison shows that the absentee rates of the Kearny plant are not even half those for industry as a whole. The recapitulation of the absentee figures of the index and those of Congoleum-Nairn are as follows:

	Conference Board Index	Congoleum- Nairn, Inc. (Kearny Plant)
Absence per thousand male employees . .	249	72
Days lost an employee (per annum)	9.6	2.4
Days lost an absence	3.0	3.1a

^aThis figure indicates that preventable absenteeism, or absences of one, two, or three days' duration, are at a lower rate than the national figure. It also may be inferred from these figures that absent employees stay away from their jobs because of legitimate illness reasons.

In addition to the fact that employee morale shows evidence of steady improvement (probably because the employees have shared in the benefits of improved results) the enterprise has also benefited by the continuously improved contributions to profits in terms of reduced cost and improved quality of product.

S. AVERY RAUBE
Management Research Division

Types of Union Agreements in 1942

THE BUREAU of Labor Statistics estimates that 31 million persons were employed at the close of 1942 in occupations or industries where unions have gained sufficient foothold to engage in serious efforts to obtain written agreements.

The extent of unionization among industrial groups varies considerably. The following tabular statement¹ indicates how widespread union membership is estimated to be in over forty industries.

90% or more of workers	
Clothing, men's	Mining, coal
Glass containers	Newspapers (daily), mechanical tasks
Glass, flat	Railroads, steam
Longshoremen, salt water transportation	
75% but fewer than 90%	
Aluminum	Clothing, women's
Automobile	Millinery
55% but fewer than 75%	
Building construction	Printing and publishing—book, magazine and job
Bus, inter-city	Rubber
Electrical manufacturing	Transportation, salt water, ship personnel
Glass—flint	Transportation, urban (electric railway, trolley, bus, motor-bus)
Hosiery (full-fashioned)	
Iron and steel	
Meat packing	
45% but fewer than 55%	
Bookbinding	Lithographing
Flour milling and cereal manufacture	Quarrying
	Shipbuilding, private
25% but fewer than 45%	
Aircraft	Metal mining and nonferrous smelting and fabrication (excluding aluminum)
Boot and shoe	Paper and pulp
Cement	Textiles
Die casting	
Farm equipment	
Machine tools	
10% but fewer than 25%	
Building service	Lumber
Cigar making	Newspapers (daily), editorial and commercial employees
Furniture	Petroleum refining
Hotels and restaurants	Trucking
Leather (tanneries)	
Fewer than 10%	
Chemicals	Mercantile establishments
Gloves	

Approximately 13 million wage and salaried workers are under some form of union contract. This represents about 40% of those engaged in fields where unions have made noticeable progress in organizing. The Bureau of Labor Statistics estimates that 6 mil-

lion of these employees, or 45% of the total number of union members, are under a closed or union shop. The maintenance of membership clause,¹ fostered by the National War Labor Board, accounts for another 15%. An additional 35% are working under conditions where the union is the "sole bargaining agency" for the employees, but to get a true picture of the extent of sole bargaining rights, those under closed and union shops should be added to this figure. Thus it

PERCENTAGE OF WORKERS IN SELECTED INDUSTRIES OPERATING UNDER VARIOUS UNION AGREEMENTS

UNDER CLOSED SHOP			
Industry	90%-100%	60%-89%	40%-59%
Baking.....	x	...	...
Breweries.....	x	...	...
Clothing (men's).....	...	...	x
Clothing (women's).....	x	...	...
Construction.....	x	...	...
Printing and publishing.....	x	...	...
Shipbuilding.....	...	...	x
Textile (hosiery).....	x	...	...
Trucking.....	x	...	...

UNDER UNION SHOP			
Bus and street car.....	...	x	...
Mining (coal).....	x	...	...
Paper and allied products.....	...	...	x

UNDER MAINTENANCE OF MEMBERSHIP CLAUSE			
Aluminum.....	...	...	x
Automobile.....	...	...	x
Electrical equipment.....	...	x	...
Farm equipment.....	...	x	...
Iron and steel (basic).....	...	x	...
Mining (nonferrous).....	...	x	...
Smelting and refining.....	...	...	x

UNDER SOLE BARGAINING AGENCY CLAUSE			
Aircraft.....	...	x	...
Chemicals.....	...	x	...
Iron and steel (products).....	...	x	...
Machine tool.....	...	x	...
Nonferrous, alloying, etc.....	...	x	...
Railroads.....	x	...	...
Telephone and telegraph.....	...	x	...
Textile (cotton).....	...	x	...
Textile (rayon and silk).....	...	...	x
Textile (woolen and worsted).....	...	x	...

UNDER PREFERENTIAL HIRING CLAUSE			
Maritime and longshore.....	x	...	...
Pottery.....	...	x	...

appears that about 80% under union contract are represented by a union that has exclusive bargaining rights for all workers within a given bargaining unit.

¹A type of union security clause in which no one is obliged to join a union, but all present or future members of the union must remain members in good standing as a condition of employment.

¹Based on data from the Twentieth Century Fund report, "How Collective Bargaining Works," and arranged by THE CONFERENCE BOARD.

Only about half a million workers, or fewer than 5%, work under agreements calling for preferential hiring as a form of union security. These agreements are largely concentrated in the pottery industry and among maritime workers and longshoremen. Fewer than 1% of the union members are under contracts calling for recognition of its members only.

Two and a half million workers, or approximately 20% of the total, have union dues, assessments and initiation fees deducted from their pay under some form of "check-off." Of these two and a half million, about 60% operate under an automatic check-off system while the remaining 40% have their deductions based upon voluntary authorizations.

The types of union recognition that were in effect at the end of 1942 in a number of representative industries and the extent to which they affect these industries have been tabulated by the Bureau of Labor Statistics. These data, as shown in the accompanying

table, have been arranged by THE CONFERENCE BOARD for easy reference.

In evaluating the percentages shown in the table it should be noted that the figures do not represent percentages of the total number of workers within each industry but rather percentages of those employed in plants where they are covered by a written collective bargaining agreement. As may be seen by comparison with the preceding tabular statement a relatively small group of workers may be covered by union contract and still have a high percentage under one of the more stringent types of union recognition. A good example of this is the trucking industry where it is estimated only between 10% and 25% of the workers are under union agreements, yet over 90% of these agreements call for a closed shop.

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Keeping in Touch with Employees in Service

LETTERS from home folks are rated as the best morale builder for men serving in the armed forces. Workers in many companies are doing their bit to see that fellow workers receive letters from their friends in the plant and to provide them with small comforts. The managements of companies also have organized campaigns to keep inducted employees informed regarding company activities. Several interesting examples of these projects which have recently come to the attention of THE CONFERENCE BOARD are given below.

Employees in a division of the Todd Shipyards Corporation have organized a "Dime-a-Week Club" to provide extra spending money for employees in the armed forces. At present, the club is sending gifts of \$3, which may be increased later. Club members are expected to write letters to accompany the cash gift. Employees of the Caterpillar Tractor Co. have organized a Service Club, whose weekly membership fee is 15¢. The funds are used to purchase cigarettes for men in service.

In the Arkansas Natural Gas Corporation, the Personnel Department keeps as complete a file of military addresses as possible. By means of data sheets sent to the department from which an employee leaves for service, the first complete military address is obtained. A letter is written to the individual, giving general news of the company as well as informing the recipient of the services the Personnel Department wishes to extend to them. Replies are forwarded to the department in which the individual formerly

worked, in order that his associates may read of his activities. In this way constant contact is maintained between the employees on the fighting front and those on the home front. With the next letter to be mailed to the men in military service is sent a list containing the names and last known military addresses of all company men in uniform. It is hoped that this list will make it possible for at least a few employees to get together in various parts of the country, and also that the list will serve as an inducement for correspondence between former associates now in service.

The Beech Aircraft Company gives each employee called into service a "Lucky Dollar" pocket piece. The silver dollar is sent in a case with the following inscription, "Some folks say a silver dollar carried in your pocket brings you all kinds of good luck. We hope they're right because every one at Beech Aircraft is wishing you the best of good fortune and a swift, safe, victorious return from the fighting front. This silver dollar pocket piece is a token of our good wishes."

The American Optical Company is giving sun glasses to its service men, with the name of the individual inscribed on the back of the case. Fitting of the glasses is done at the plant, if convenient for the individual, otherwise at any A.O. laboratory in the United States.

F. BEATRICE BROWER
Management Research Division

Clerical Salary Rates Paid in April, 1943

THE FOLLOWING summaries represent the tabulated results of the second of a series of quarterly surveys of clerical salary rates conducted by THE CONFERENCE BOARD. The information was collected during April, 1943, and pertains to the rates paid in that month.¹

Executives will be interested to know that 351 companies participated in the April survey as compared with 247 in the January survey. As a result of this enlarged participation, the number of employees covered in the thirteen jobs has increased from 28,573 to 35,611. The cooperation of the 104 additional companies is particularly valuable because these new participants are well distributed among the twenty cities concerned.

¹The complete report of this survey is being published in *Studies in Personnel Policy*, No. 57, "Clerical Salary Rates Paid in April, 1943."

Persons interested in making detailed comparisons between the January and April reports will observe that the current survey reflects numerous changes in rates, ranges and averages. In several cases, it appears that these changes are the result of changes in individual rates of employees. In others, it is apparent from the examination of individual company returns that the major changes are the result of the addition of a high percentage of new cooperators.

In this connection, it is important to know that although the present survey includes 104 more companies than were included in the January survey, the total number of companies participating for the first time is 124. In other words, twenty-one companies that furnished data for the January report did not return their completed forms soon enough to be included in the April report.

RATES FOR BILLING, BOOKKEEPING, AND CALCULATING MACHINE OPERATORS

City	Billing Machine Operator					Bookkeeping Machine Operator					Calculating Machine or Comptometer Operator				
	All Reports		Middle 50% of Reports			All Reports		Middle 50% of Reports			All Reports		Middle 50% of Reports		
	Range	Mode	Low	Median	High	Range	Mode	Low	Median	High	Range	Mode	Low	Median	High
Atlanta.....	\$18-33	a	a	a	a	\$18-35	a	\$21	\$24	\$28	\$13-38	\$32	\$20	\$25	\$32
Baltimore.....	24-37	a	a	a	a	23-38	\$28	a	a	a	20-36	24	24	26	30
Boston.....	18-32	\$22	\$22	\$23	\$25	16-48	25	21	24	27	16-43	25	20	24	26
Buffalo.....	21-35	a	22	25	28	18-35	23	22	24	25	18-31	25	22	25	27
Chicago.....	20-44	23	23	24	28	17-46	29	24	28	30	18-44	25	24	27	32
Cincinnati.....	19-30	25	21	23.50	26	21-45	25	23	26.50	30	18-35	25	22	25	26
Cleveland.....	21-50	24	24	28	33	20-38	30	25	30	34	18-50	25	24	28	31
Detroit.....	18-43	25	25	26.50	32	17-44	28	25	29	35	20-44	33	28	31	33
Houston.....	22-40	30	29	30	35	25-43	31	29	31	36	22-43	27	27	31	35
Los Angeles.....	23-41	30	30	33	37	17-46	21	21	21	23	21-42	35	31	35	37
Louisville.....	16-29	a	20	22	28	16-32	23	21	23	29	16-37	21	21	22	27
Milwaukee.....	15-31	a	17	22	26	16-35	25	20	24	26	16-32	20	20	23	26
Minneapolis-St. Paul...	17-42	22	22	25	38	16-42	34	20	24	30	17-40	34	24	29	34
Newark.....	18-33	28	22	26	28	17-45	27	27	27	29	17-37 ^a	27	24	27	29
New York.....	16-51	19	22	27	31	16-49	25	24	27	30	17-46	30	28	30	34
Philadelphia.....	17-39	19	20	23	27	20-47	35	27	32	35	17-40	24.50	22	26	30
Pittsburgh.....	17-39	30	23	27	30	18-41	24	22	24	25	16-44	22	22	25	28
St. Louis.....	17-30	17	18	21	25	17-36	22	23	26	31	18-38	21	21	23	28
San Francisco.....	22-40	35	29	32	35	21-46	23	23	25	30	21-44	30	29	31	35
Seattle.....	24-29	26.50	24	26.50	29	25-46	a	a	a	a	23-44	28	28	29	35
TOTAL.....	\$15-51	\$25	\$22	\$25	\$30	\$16-49	\$21	\$22	\$25	\$30	\$13-50	\$30	\$24	\$28	\$32

^aNo central tendency exists.

^bOne company has 72 advanced calculating operators at rates ranging from \$39 to \$72 a week. (Not included in totals.)

BILLING MACHINE OPERATOR—Description of Work:

1. Works under supervision.
2. Operates a billing machine in preparation of bills, invoices, statements, or similar work from original orders or shipping papers.
3. May include related clerical work such as recording of shipping charges, verifying calculations, and other data.

BOOKKEEPING MACHINE OPERATOR—Description of Work:

1. Works under supervision.
2. Operates a bookkeeping machine with or without typewriter keyboard.

3. Work includes any or all of the following: Posting such records as accounts receivable or payable, receipts and disbursements, customer statements, etc., from prepared media; developing new balances and columnar totals, proving, balancing, and related clerical work incident to operating the machine.

CALCULATING MACHINE OR COMPTOMETER OPERATOR—Description of Work:

1. Works under supervision.
2. Computes on key-type calculating machine and/or verifies on the machine all types of calculations involving addition, subtraction, multiplication, and division. Must be able to do all of these operations.

METHOD OF PRESENTATION

A major improvement has been made in the method of presenting the summaries of the results of the April Survey. The January report contained a summary of each table which included:

1. The low and high rates paid, and
2. The mode, or the rate occurring most frequently.

Beginning with the April report, however, the summary has been considerably improved by the following additional information:

1. The low and high rates (or the lower quartile and upper quartile) of the middle 50% of the employees. These quartiles are provided because in analyzing the results of a comprehensive survey, many executives prefer to use this range as a basis for their comparisons.

2. The median (the salary rate of the middle employee) of the middle 50% of employees.

METHOD OF COLLECTION

As in the January survey, cooperating executives were urged to follow closely the instructions provided with each set of forms. These instructions were carefully prepared to furnish a study of clerical salaries that will be clear-cut and helpful in specific cases, and not lend itself to misapplication.

Before analyzing the data in this report, it is essential that the following points be thoroughly understood:

1. The survey includes only regularly employed, full-time employees.
2. Only those employees whose jobs are exactly de-

RATES FOR OFFICE BOYS, FILE CLERKS, RECEPTIONISTS

City	Office Boy					File Clerk					Receptionist				
	All Reports		Middle 50% of Reports			All Reports		Middle 50% of Reports			All Reports		Middle 50% of Reports		
	Range	Mode	Low	Median	High	Range	Mode	Low	Median	High	Range	Mode	Low	Median	High
Atlanta.....	\$12-23	\$22	\$17	\$19	\$22	\$16-41	\$16.50	\$17	\$19.50	\$25	\$22-40	a	a	a	a
Baltimore.....	16-28	18	18	18	19	18-30	22	19	22	24	25-46	a	a	a	a
Boston.....	14-25	16	16	17	19	15-42	17	17	19	22	15-58	a	a	a	a
Buffalo.....	14-30	15	15	18	21	14-32	16	16	18	21	22-26	a	a	a	a
Chicago.....	15-26	20	19	20	21	17-43	23	21	23	27	17-41	\$23	\$23	\$27	\$35
Cincinnati.....	15-23	17	17	17	19	15-30	17	17	18	20	17-30	a	a	a	a
Cleveland.....	15-31	21	19	21	23	16-52	22	22	23	25	22-46	a	a	a	a
Detroit.....	16-30	21	20	22	24	16-38	25	22	25	28	23-45	25	25	27.50	36
Houston.....	16-34	17	17	17	23	20-46	22	22	23	27	22-36	34.50	29	34	35
Los Angeles.....	17-30	23	20	22	24	20-40	23	23	27	34	26-44	a	a	a	a
Louisville.....	16-27	18	16	18	20	16-32	18	17	18	22	26-35	a	a	a	a
Milwaukee.....	14-25	16	16	17	17	15-41	16	16	17	18	21-35	a	a	a	a
Minneapolis-St. Paul.....	15-28	22	17	18	22	16-47	18	18	18	21	20-39	a	a	a	a
Newark.....	15-29	20	19	20	20	14-39	24	19	23	24	17-34	20	18	20	27
New York.....	14-32	18	16	17	19	15-49	17	20	23	28	18-49	25	23	25	30
Philadelphia.....	14-30	19	17	18	20	17-42	17	19	21	24	20-40	a	a	a	a
Pittsburgh.....	15-31	17	17	17	18	16-39	20	19	21.50	26	17-37	18	18	23	28
St. Louis.....	13-25	16	15	16	18	16-36	18	18	20	24	18-33	22	22	27	31
San Francisco.....	20-32	23	23	23	25	21-42	25	25	26	29	28-46	30	29	31	35
Seattle.....	20-24	23	22	23	24	21-38	23	23	24.50	32	...	..	..	..	..
TOTAL.....	\$12-34	\$20	\$17	\$19	\$21	\$14-52	\$18	\$18	\$22	\$25	\$15-58	\$25	\$23	\$27	\$32

aNo central tendency exists.

OFFICE BOY (OR GIRL)—Description of Work:

1. The beginning clerical job for unskilled boys or girls.
2. Works under supervision.
3. Work involves simple jobs, often of a routine and often of a miscellaneous nature, which require little or no training beyond a knowledge of who various key people are and where they are located.
4. Alternative titles for this job include the following: Messenger, Page, etc

FILE CLERK—Description of Work:

1. May be attached to an operating or a central files department.
2. Works under supervision.
3. Sorts, arranges, and inserts in files one or more of the following types of material in accordance with the company's established method: documents, cards, bills, invoices, orders, correspondence, plans, credit data, blue-prints, cost cards, time slips, personnel records, etc. This may include simple classifying and indexing.

4. Makes look-ups, pulls, and charges material from files as requested.

5. Purges files of old and useless papers in accordance with the company's established procedure.

6. Mends damaged papers.

7. May be responsible for tickler files (involving "call-ups," "punch-ups," or "bring-ups").

RECEPTIONIST—Description of Work:

1. Works under supervision in a department, division, floor, or in the company's main vestibule.

2. Greets and directs visitors.

3. Issues visitors' passes and maintains required records concerning them.

4. May record employees' in-and-out movements.

5. Does not operate a switchboard, does no general clerical work, and has no responsibilities associated with plant protection. Essentially a sedentary job.

6. May also be called an Information Clerk.

scribed by each job description are included. The instructions to participating companies stressed the point that they should "exclude all employees whose jobs differ in any way from the job descriptions used in this survey." Furthermore, in every case in which a reported rate appeared to be out of line, THE CONFERENCE BOARD rechecked and verified the figures with a responsible executive of the company involved.

3. The salary rates do not include overtime, but they do include incentives and production bonuses earned during the regular working hours. However, salary rates for employees working fewer than forty hours a week have not been converted to a 40-hour basis.

4. Weekly salary rates are provided in even dollar amounts. In other words, a weekly salary of \$24.44 is reported as \$24, but \$24.50 or \$24.63 is reported as \$25.

5. Each company furnished the number of employees at each rate in each job classification.

THE CONFERENCE BOARD wishes to point out again that the overall pattern of these surveys is flexible so that many of the details of the project may be altered to meet the requirements of the majority of the co-operating companies or of changing conditions.

It is conceivable that additional jobs may be added to the survey, or new cities included, if a representative number of companies should signify a desire to cooperate.

The next quarterly survey will be conducted in July. The Board will be glad to receive any ideas pertaining to the practical value of these surveys and is eager to welcome additional companies as co-operators in any of the cities covered.

S. AVERY RAUBE

Management Research Division

RATES FOR TYPISTS AND STENOGRAPHERS

City	Junior Copy Typist						Senior Copy Typist						Stenographer					
	All Reports		Middle 50% of Reports				All Reports		Middle 50% of Reports				All Reports		Middle 50% of Reports			
	Range	Mode	Low	Median	High		Range	Mode	Low	Median	High		Range	Mode	Low	Median	High	
Atlanta.....	\$16-24	\$20	\$17	\$20	\$21		\$18-38	a	\$23	\$25	\$32		\$20-41	a	\$25	\$29	\$33	
Baltimore.....	18-32	20	20	22	24		20-30	\$22	22	22	25		18-45	\$27	25	27	30	
Boston.....	15-25	20	18	19	20		18-32	23	23	25	27		18-41	25	24	27	31	
Buffalo.....	18-25	22	20	22	24		18-29	26	20	22	26		18-40	24	21	23	25	
Chicago.....	16-33	22	22	23	24		20-41	23	23	26	31		18-45	30	25	28	31	
Cincinnati.....	17-25	17	17	19	21		19-33	20	20	20	24		18-45	20	20	23	26	
Cleveland.....	18-36	25	23	24	26		20-46	29	25	29	32		16-42	25	27	30	33	
Detroit.....	16-29	28	25	26	28		17-41	29	29	29	31		20-46	31	30	31	33	
Houston.....	21-37	28.50	24	28	29		25-43	36	30	34	37		23-45	29	29	30	35	
Los Angeles.....	18-32	31	23	27	31		28-39	33	29	33	34		24-46	37	31	35	37	
Louisville.....	16-25	18	17	18	21		21-30	22	22	25	28		18-44	25	23	25	29	
Milwaukee.....	14-28	18	17	18	20		16-35	23	20	23	26		18-38	21	21	24	27	
Minneapolis-St. Paul.....	16-32	20	18	20	22		20-38	22	22	23	25		17-48	37	27	33	36	
Newark.....	15-28	24	20	23	24		20-40	27	26	27	27		18-47 ^b	25	25	28	33	
New York.....	16-31	23	20	22	24		17-44	26	26	27	30		17-50 ^c	30	26	30	34	
Philadelphia.....	17-31	23	19	23	24		18-38	25	24	25	28		17-45	25	24	27	32	
Pittsburgh.....	16-30	17	18	20	21		18-38	25	24	25.50	30		16-48	23	22	25	31	
St. Louis.....	15-30	18	18	20	26		19-38	20	20	22	29		16-42	31	23	27	31	
San Francisco.....	21-31	23	23	26	28		24-39	28	27	28	30		21-50	30	29	32	35	
Seattle.....	23-25	23	23	23	25		28-28	a	a	a	a		23-42	a	27	31.50	37	
TOTAL.....	\$14-37	\$25	\$20	\$23	\$25		\$16-46	\$29	\$25	\$29	\$30		\$16-50	\$30	\$25	\$30	\$33	

^aNo central tendency exists.

^bOne company also reports 5 employees in this classification at rates ranging from \$49 to \$60 a week. (Not included in totals.)

^cOne company reports 27 employees in this classification at rates ranging from \$51 to \$63 a week. (Not included in totals.)

JUNIOR COPY TYPIST—Description of Work:

1. Works under supervision. Letters and copy typing of simple, routine nature. Specific work may include:

- Straight typing from clean copy, or clear corrected copy.
- Types form letters, simple reports, addresses and envelopes, and simple fill-ins such as names and addresses.
- Stencil cutting which involves only simple, straightforward typing.

2. Work is usually checked or spot-checked by others.

3. Does NOT include taking dictation. Do not confuse with a Junior Dictating Machine Transcriber.

SENIOR COPY TYPIST—Description of Work:

1. Works under supervision. Types varied material of any degree of difficulty from either clean copy or rough draft. Specific work may include:

- Typing tabular, columnar, and statistical material.

- Typing reports, records, and letters of any degree of difficulty, including technical terminology and unusual terms.

c. Stencil cutting of varied material of any degree of difficulty.

- Ability to arrange material for typing.

2. Work may be self-checked or spot-checked by others.

3. Does NOT include taking dictation. Do not confuse with Senior Dictating Machine Transcriber.

STENOGRAPHER—Description of Work:

1. Under supervision may work for one individual, may serve several correspondents, or may be attached to a central correspondence or stenographic department.

2. Takes dictation and transcribes by typewriting from shorthand notes.

3. Has no other responsibilities normally associated with those of a secretary.

RATES FOR KEY PUNCH, TELEPHONE OPERATORS, DICTATING MACHINE OPERATORS

City	Key Punch Operator					Junior Dictating Machine Transcriber					Senior Dictating Machine Transcriber					Telephone Switchboard Operator				
	All Reports		Middle 50% of Reports			All Reports		Middle 50% of Reports			All Reports		Middle 50% of Reports			All Reports		Middle 50% of Reports		
	Range	Mode	Low	Median	High	Range	Mode	Low	Median	High	Range	Mode	Low	Median	High	Range	Mode	Low	Median	High
Atlanta.....	\$15-36	\$31	\$76	\$24	\$31	\$22-38	\$25	a	a	a	\$21-33	\$32	\$24	\$30	\$32	\$17-40	\$22	\$18	\$22.50	\$33
Baltimore.....	18-34	24	22	24	29	20-22	20	a	a	a	18-39	20	20	25	32	18-36	23	22	23	28
Boston.....	16-32	23	22	24	27	17-28	19	\$18	\$21	\$23	16-38	28	23	28	29	17-45	30	25	27	30
Buffalo.....	19-24	23	21	23	23	19-24	21	20	21	22	23-28	25.50	24	25.50	27	16-31	24	17	23	24
Chicago.....	21-37	25	24	27	31	20-30	23	23	24	27	18-38	25	22	28	30	19-45	24	24	27.50	31
Cincinnati.....	18-33	23	22	25	30	17-27	21	21	21.50	25	16-33	28	22	24.50	28	20-30	22	22	25	29
Cleveland.....	15-37	31	25	29	31	18-36	20	20	23	30	22-40	29	27	29	33	22-44	31	28	31	31
Detroit.....	21-40	32	27	30.50	35	20-34	24	22	24	28	21-43	a	29	33	37	20-40	33	29	32	33
Houston.....	23-43	27	28	31	35	27-39	31	31	32	37	20-37	a	a	a	a	23-38	35	29	35	35
Los Angeles.....	26-33	32	30	31	32	21-38	a	a	a	a	21-37	22.50	22	23	25	21-46	37	29	33	37
Louisville.....	17-30	28	22	24	28	22-32	a	a	a	a	16-35	17	17	18	27	16-28	a	20	23	28
Milwaukee.....	17-33	21.50	21	22	26	16-25	20	20	21	23	16-41	a	18	22	28	16-38	23	22	23	28
Minneapolis-St. Paul	17-34	18	19	22	27	18-31	20	20	20	21	17-36	a	20	23	29	21-43	29	25	29	29
Newark.....	19-40	27	23	25	28	17-27	20	18	20	22	20-29	21	21	23	27	18-38	26	23	27	29
New York.....	18-42	30	22	26	30	18-37	21	21	25	28	19-52	38	27	32	38	19-46	32	24	28	32
Philadelphia.....	17-36	24	22	25	28	18-28	22	20	22	24	21-42	28.50	25	28	34	20-48	33	25	28	33
Pittsburgh.....	16-41	18	20	22	25	20-24	22	21	22	23	17-41	17	20	25	34	15-45	28	24	27	28
St. Louis.....	18-37	a	22	28	31	18-27	21	21	22	24	18-26	22	20	22	24	16-33	27	24	27	29
San Francisco.....	23-40	35	27	30	35	25-33	a	27	29	32	23-40	33	29	33	37	25-42	28	29	31	36
Seattle.....	...	...	...	...	...	22-28	a	a	a	a	21-36	21	21	22	32	23-38	a	a	a	a
TOTAL.....	\$15-43	\$30	\$23	\$27	\$30	\$16-39	\$21	\$21	\$23	\$26	\$16-52	\$38	\$23	\$28	\$33	\$15-48	\$28	\$25	\$28	\$32

aNo central tendency exists.

KEY PUNCH OPERATOR—

1. Works under supervision.
2. Punches holes in cards from material prepared in advance by others.
3. Does not involve coding or calculating.

JUNIOR DICTATING MACHINE TRANSCRIBER—

1. Under supervision may work for one individual, a group of individuals, or in a central correspondence or stenographic department.
2. Transcribes name-and-address fill-ins, simple routine letters, and material, including nontechnical terms, which requires only normal lay-out and arrangement from dictation made on any of several types of recording equipment.
3. Does NOT take dictation or transcribe from stenographic notes.

SENIOR DICTATING MACHINE TRANSCRIBER—

1. Under supervision may work for one individual, a group of indi-

viduals, or in a central correspondence or stenographic department.

2. An expert typist who transcribes work of any degree of difficulty from dictation made on any of several types of recording equipment. Specific work may include:

- a. Typing tabular, columnar, and statistical material.
 - b. Typing reports, records and letters of any degree of difficulty including technical terminology and unusual terms.
 - c. Cutting stencils of varied material of any degree of difficulty.
3. Work may be self-checked or spot-checked by others.
 4. Does NOT take dictation or transcribe from stenographic notes.

TELEPHONE SWITCHBOARD OPERATOR—

1. Operates a PBX switchboard.
2. Keeps records relevant to telephone service.
3. Does no general clerical work, and has no supervisory responsibilities; entire time and attention is devoted to telephone service.

Comments on Management Problems

A POLL OF THE VIEWS OF EXECUTIVES OF REPRESENTATIVE COMPANIES ON MATTERS OF TIMELY INTEREST

POINT 1. The War Production Board has been reported as advocating the introduction of some form of wage incentive plan in war plants in the belief that it would increase productivity per worker and hence reduce the need for additional labor. If simple and well-conceived incentive plans were generally introduced, with organized labor approval, how greatly do you believe output would increase?

Executives indicated little doubt that war production generally could be considerably increased with

present plant and personnel if incentive plans could be introduced under satisfactory auspices. There was great doubt in many cases that the latter condition could possibly be fulfilled on any large scale. Fear was also expressed that incentive pay would soon be the basis for wage demands to make it basic pay.

Amounts by which it was believed production could be increased through adequate incentive plans varied considerably. Some estimates were based on opinion and some upon experience of the particular companies

when their own incentive plans were installed. Somewhat more than a majority estimated that the increase ranged from 10% to 20%. For about a fourth, it ranged between 30% and 40%. In two cases the estimate ranged up to a maximum of 50%. Individual comments follow:

Since there are so many ifs connected with the adoption and installation of a wage incentive plan, it is difficult to formulate an accurate general statement in reply. Some of these ifs that must be considered in my opinion are: (a) if there are sufficient qualified time-study men available in the nation today to instal a wage incentive plan; (b) if the War Production Board and the management of various interested companies are willing to take the necessary time to do a thorough job; (c) if the present unit production of the companies involved is such as to lend itself to an incentive wage plan. On the assumption that the answer to the above is yes, then I believe we could expect an improvement in production of 75% to 100%. If the answer is no, there would very probably be no improvement in production and a resultant lowering in morale on the part of the participating employees.

I do not think that the adoption of incentive systems would do much good except in a few isolated cases. It would, no doubt, be a satisfactory way for the union, at the present time, to obtain what would be, in effect, general wage increases which cannot otherwise be obtained. It would not be long, however, in my opinion, before the union would expect and demand that the revised upward earnings become regular rates of pay. Organized labor generally is opposed to incentive systems, and the readiness with which this proposal has been received indicates that it might be advisable for industry to probe deeper into the subject before taking such action.

I have no clear convictions on the value of a wage incentive plan for improving production. It is true that everyone is thinking in terms of getting more money, and it might be that a wage incentive plan would accomplish the results desired. On the other hand, everyone is extremely touchy and sensitive, and there are arguments about the smallest details in production schedules. If this introduced more arguments it might develop even more dissatisfaction than the good it might do. Generally, it might work for an improvement, but I don't think much could be expected from it.

No definite answer can be given to the problem of wage incentive plans. Doubtless such plans could result in increased production in industries or companies in which wage levels are lower than average. Some doubt may be cast, however, upon their effectiveness in cases in which wages are relatively high, as they are in most war industries.

Certain production men in our organization (aircraft) feel that work in our plants does not lend itself well to wage incentive plans, for our type of activity is such that volume measurement is difficult. They are of the opinion that it would not be desirable to inaugurate such plans in

a few departments if they could not work effectively in all. Their further opinion is that production could be increased most effectively through more adequate supervision (a serious weakness in most war production plants).

Certainly, most workers, particularly those in war plants, are now making more money than ever before. Moreover, they are having some difficulty in spending it all because of lack of time and shortage of merchandise. One of the reasons for absenteeism is that some workers would rather have more time off than more money. It would seem logical then that more attention should be given to nonfinancial incentives, such as better working conditions, outside activities and security of employment. The application of the right combination of these for each given plant should go far to alleviate tardiness and absenteeism and to increase individual and total production.

In our opinion a wage incentive, if approved by organized labor, would increase production. In our case the increase should amount to 10%, possibly more. Up through 1940 our efficiency as measured by output per man hour showed a constant gradual increase. Since then this tendency has been reversed. For this reason, in our negotiations with the CIO early this year, we proposed a simple incentive system whereby our employees would receive a fixed increase in cents per hour in hourly rates, such increase to become effective immediately when our average production per man per hour reaches the average during 1941 and 1942. This made an easy goal for them to reach, our object being to stop the decrease in efficiency experienced during recent years.

This not being acceptable to the union, we offered a straight increase in cents per hour subject to the approval of the War Labor Board. This increase has not been granted by the Labor Board, but possibly such an increase could be granted if a wage incentive increase is permitted. This might not bring the desired results, as our union officials, and no doubt a great many of our employees, realize that if they increase efficiency they will earn less overtime—part of it at time and one-half and part at double time—so that in the end they might, through increased efficiency, earn less in the long run.

Where relatively simple piece work-rates can be introduced, it is probable that production can be substantially increased by using this form of wage incentive, provided its introduction does not meet with serious union labor opposition. As to other wage incentive plans, I question whether, under war conditions, much can be accomplished in this direction. Success in using such plans depends to a large extent upon the education and training of the supervisory force as well as upon the training of employees performing the actual operations. The full benefit from such a plan is usually realized only after a period of a number of months. It does not appear probable that the steps necessary for an appropriate introduction and maintenance of such plans are likely to be taken in our understaffed, over-crowded war plants.

POINT 2. Are companies in your community employing physically handicapped persons who under normal

conditions probably would not be employed? If so, are these workers proving satisfactory in the jobs for which they were hired? What special problems, if any, are being encountered?

A considerable majority of reporting executives advised that they were already employing larger or smaller groups of handicapped workers and, with very few exceptions, experience had been highly satisfactory. It was repeatedly stressed, however, that great care must be exercised in the placement of handicapped workers in jobs where they could function adequately. Two or three companies even reported success in employing blind persons on certain types of work. Comments of individual companies include the following:

Our company has always hired people with certain physical handicaps, but we are now making greater use than ever before of these people, and because of their satisfactory work records we will probably hire considerably more. When physically handicapped people are properly placed, they usually prove to be very satisfactory employees. For instance, their turnover rate is considerably lower than that of people not handicapped. They seem to take a greater interest in their work and try harder to do a good job. The only problem we have is properly placing these physically handicapped people in jobs which they are able to do.

Our own company and others in this area are employing physically handicapped persons who probably would not be employed under normal conditions, and, generally speaking, they are not as efficient and productive as physically sound persons. In some exceptional instances, however, the production of physically handicapped employees has exceeded that of others not so handicapped.

Physically handicapped workers are being employed. It is necessary to see that they are placed on jobs that take into account their physical handicaps. Where such arrangements are made, these people seem to be very appreciative of their opportunity and enter quite enthusiastically into their work. We have several in this class, and their appreciation is quite outstanding at this time when so much dissatisfaction and irritation seem to be general.

Our own plants have been leaders in the hiring of physically handicapped persons who in the past have been considered as unemployable. Generally speaking, these people have proved to be satisfactory on their jobs if correctly placed. That is, the production of the average physically handicapped worker who is correctly oriented into his position is as great as, and in some instances greater than, that of the average of all workers in the given field.

There are two outstanding problems in connection with the work of these handicapped employees. The first is the difficulty of making them feel that they are not fundamentally unlike the people who work around them. Con-

versely, it is necessary to educate the normal workers so that they will not look upon the physically handicapped as being curiosities. Next is the problem of placement. Placement is difficult enough at best, but the difficulty is materially accentuated when the employees are physically handicapped. We must take into consideration both the work the individual can do and the things he would like to do. It is no easy task to chart jobs which can be performed by persons with specific physical limitations. Yet such a chart is absolutely essential to proper placement of these people.

Yes. In our case, these workers are proving very satisfactory. We have hired two or three blind persons, and they have learned their particular jobs just about as fast as a person who can see. Of course, there are only certain jobs they can be used on. We also hire a number of deaf and dumb persons, and they, too, have worked out very well.

Many companies in this area are employing physically handicapped persons who in normal times would have been refused employment. Generally speaking, physically handicapped people are slower on the job than others. Also, they tend to be introvert in nature. Sometimes physically handicapped employees evidence a meanness and suspicion which are not so prevalent among normal persons.

POINT 3. Are you aware what attitude is being taken by labor affiliated with the AFL, CIO, independent unions or unaffiliated with respect to the present crisis in the coal industry? Is the inclination to support the United Mine Workers' demand on the ground of labor solidarity, or do patriotic considerations cause condemnation of carrying wage demands to the point of threatening serious interference with war production?

A variety of attitudes of union members to the current coal crisis was reported. On the whole, the prevailing view seemed to be that union men were critical of the methods employed by the United Mine Workers' leadership but at the same time had a very personal interest in the conflict and hoped that as a result of the controversy the "Little Steel" formula would be scrapped, opening the way for a resumption of wages increases. A few comments of executives follow:

I believe there is not labor solidarity in this matter. While some employees' thinking and actions are governed by their feelings that the unions and their leaders are right and therefore should be backed up wholeheartedly by labor, many, and perhaps an even greater number, are thinking as individuals and are governed by feelings of patriotism and the fact that their fellow employees as well as many of their immediate relatives are in the fighting forces where another type of union, *i. e.*, the union of the States, which we call our Country, is paramount.

It is difficult to determine the attitude taken by organized labor, as such, on the present crisis in the coal indus-

try. We must distinguish between the attitude of the labor leaders and that of the rank and file workers. The rank and file do not understand the threat of inflation resulting from increased wages. Those labor leaders who may be expected to understand this threat probably support the United Mine Workers' demand because they expect a victory for the miners to result in an opportunity to press for increased wages for their own groups. The policies of these labor leaders improve their own positions in the union but are decidedly shortsighted in so far as the welfare of the nation is concerned. It seems clear, however, that the rank and file do not support wage demands to the point of threatening serious interference with war production.

Labor, both organized and unorganized, in this area seems to be divided in its attitude toward the mine crisis, but the predominance of sentiment seems to be critical. The attitude is particularly critical among the CIO unions, but this attitude seems to stem more from inter-union rivalry than from patriotism. The president of one of the large CIO unions in this area has been quoted as saying that John L. Lewis is leading his union members down a blind alley and is taking all organized labor with him. The inference drawn from this statement is that the trouble with the coal miners will lead to the passage of federal legislation which will be most harmful to unions generally.

As to the attitude taken by unions affiliated with the AFL and CIO in respect to the present crisis in the coal industry, our contact with CIO affiliated unions indicates that representatives of such unions, while outwardly expressing disapproval of the actions of the United Mine Workers' leader, sincerely hope that the Mine Workers secure the increases which they are demanding because they in turn believe that the Administration will have to give to the CIO the same concessions granted the United

Mine Workers' leader in order that the prestige and position of CIO leaders be maintained. Patriotic considerations do not seem to have much weight in influencing the thinking of those with whom we have to deal. Their only consideration is "unionism as usual" and about the only condemnation heard is that the mine workers should not strike. But they seem to take inward delight in the miners' striking and thereby carrying the burden of the thing which they would themselves like to do but hesitate to do because of their no-strike pledge.

I have recently had some intimate chats with labor representatives. Both CIO and AFL representatives have been very outspoken in their opinion that John L. Lewis is doing a great disservice to the labor movement. I see no indication that the AFL and CIO will support the United Mine Workers on the ground of labor solidarity.

The president of our local union, affiliated with the CIO, expresses himself relative to the present coal crisis as follows: "John L. Lewis is smart and sticks by the laboring man. The miners should have more money." This, we believe, is the attitude of the majority. Most employees look at the increase in cost of living as compared to the increase in basic hourly wage rates, and fail to take into consideration the large increase in monthly pay brought about through overtime pay at premium rates.

My impression is that they are supporting the mine workers' demands but not committing themselves in so far as Lewis and his technique are concerned. They are watching the situation very closely, however, and if they feel that whatever the mine workers get is the result of Lewis methods they will consider using those same methods themselves.

Temporary Employees and the Selective Service Act

IT HAS frequently been pointed out that the job-protection provisions of the Selective Service Act are ambiguous, especially regarding the definition of a temporary employee and seniority. This problem has been brought to the fore by a recent decision of the National Labor Relations Board.

A petroleum company has required all workers hired after September 15, 1940, to sign temporary employment forms. It had refused to reemploy one of these "temporary" workers discharged from the armed forces because, it contended, it could not reemploy "temporary" employees until it had discharged its obligation to those hired previous to September 15, 1940.

The National Labor Relations Board pointed out

that these "temporary" workers had not been hired to take the place of any specific employees and that the Wagner Act protected employees against discrimination regardless of the temporary character of their employment. The board ordered the reinstatement of this temporary worker, who, it held, was discriminated against. (Humble Oil and Refining Company and Oil Workers International Union Local 1102, 48 NLRB, No. 132.)

This decision of the Labor board will undoubtedly cause further confusion and litigation when industry begins to take back demobilized employees, unless Congress clears up present uncertainties by defining the terms "temporary employee" and "seniority" as used in the Selective Service Act.

The Effect of the Draft on War Production

FEW PEOPLE need be reminded that the quantity and quality of equipment and supplies will play a larger part in this war than ever before in determining the time and place of victory. Accordingly, the importance of the factual study and intelligent consideration that must be devoted to the factors affecting the production of war materials cannot be overemphasized.

Unquestionably, manpower is one of these factors. The magnitude and complexity of the manpower problem precludes the formulation and adoption of any simple solution. Yet the scope of the problem and the absence of an easy solution will not excuse shortsightedness in the adoption of policies today without regard to their future effect upon the overall war effort. A factual analysis covering this problem in all its magnitude is essential if this critical situation is to be solved effectively.

It is generally recognized that the manpower requirements of the armed services are based upon information which cannot be divulged except to a few military authorities. But the military requirements of products essential to the continued and successful prosecution of the war on all fronts are widely known. Gigantic as these production requirements are, the record-breaking achievements of industry during the past two years lead most people to believe that companies responsible for this production will continue to meet their schedules if enough of the essential factors of production, including manpower, are left at their disposal. Indeed, there are also those who fear that industry's recent super-achievements may act as a boomerang. In other words, there is a possibility that the officials responsible for the overall manpower planning may be making the tragic mistake of relying on a reserve of industrial ingenuity and ability which does not exist when the shortage of experienced and competent workers becomes really acute.

What, then, has been the effect on production of the withdrawal of men from war production into the armed services? How many more withdrawals of present war producers can industry stand and still continue to meet the quantity and quality goals of present-known requirements? How adequately can future production goals be met if, as recently announced, virtually all physically fit men between the ages of eighteen and thirty-eight are inducted into the armed services regardless of occupational or dependency status?

Recognizing that executives are eager for factual answers to these questions, THE CONFERENCE BOARD recently conducted a quick survey of 212 companies employing approximately 650,000 workers. All the companies included in the survey are engaged to a high degree in war production:

% of War Production	Number of Companies	% of Total
100	163	77.0
95	5	2.3
90	5	2.3
75	37	17.5
50	2	.9
Total	212	100.0

The distribution of these companies among the various industries is as follows:

Type of Industry	Number of Companies
Aircraft, parts and accessories.....	7
Automotive vehicles, parts and accessories.....	20
Building materials, construction and supplies.....	8
Chemicals, drugs, dyes and surgical products.....	13
Coal and coke (including mining).....	2
Electrical equipment, appliances and supplies.....	15
Explosives and ammunition.....	3
Glass	2
Instruments, radios and scientific apparatus.....	11
Machinery, accessories and supplies.....	47
Management and engineering consultants.....	3
Metal mining.....	4
Metals and metal products.....	54
Paints, pigments and varnishes.....	1
Photographic equipment and supplies.....	2
Petroleum and petrol products.....	2
Rubber and rubber products.....	8
Shipbuilding	5
Textiles and textile products.....	2
Miscellaneous	6
Total	212

In the main, the survey includes small and medium-sized companies. The distribution of companies according to the number of employees is given in Table 1.

EFFECT OF THE DRAFT UP TO NOW

Up to the present time, the seriousness of the adverse effect of the draft on war production in the companies covered appears to be rather equally di-

TABLE 1: SIZE OF COMPANIES INCLUDED IN SURVEY

Number of Employees	Number of Companies
20 to 100.....	9
100 to 300.....	16
300 to 700.....	40
700 to 1,200.....	38
1,200 to 2,000.....	20
2,000 to 4,000.....	46
4,000 to 7,000.....	18
7,000 to 10,000.....	7
10,000 to 15,000.....	8
15,000 to 25,000.....	6
25,000 to 50,000.....	1
50,000 to 75,000.....	1
Total	210

vided between the two degrees "slightly" and "to a considerable extent." Also, as shown in the following statistics, the production of eighteen companies has been affected "not at all," but production has suffered "very seriously" in twenty-nine companies:

Degree of Effect on Production	Number of Companies	% of Total Companies
Very serious.....	29	13.8
To a considerable extent.....	80	38.1
Slight	83	39.5
Not at all.....	18	8.6
Total	210	100.0

Although these figures largely speak for themselves, representative comments furnished by some of the executives who participated in the survey are significant:

Due to our inability to hire unskilled workers locally or secure out-of-state releases for hiring unskilled workers, we are considering closing our foundry.

We are operating approximately 70% capacity because we cannot get more skilled employees. (*Iron Works*)

Can't get enough help and are seriously short on people with sufficient experience to train what help we can get. (*Machinery*)

Our production has dropped 22% already as a result of the draft. (*Iron Fittings*)

We are critically hampered not only by the draft but far more seriously by the lack of available manpower in this area. (*Valves*)

Our relations with the various local boards are most favorable. However, the required training of replacements certainly has not augmented production. Basically though, technological reasons occasioned by our ex-

ceptional production increases preclude our furthering production goals. (*Machine Tools*)

While the WPB is insisting on increased production and expanded operations, we have passed the point where employees (even inexperienced and with physical impairments) are available as fast as the expansion program is advancing machine-wise. (*Mining and Smelting*)

We have uses now for idle machines if we had the skilled labor to operate them. (*Metal Products*)

We are operating under a replacement schedule which has provided some relief. (*Precision Instruments*)

Very few now being taken. Too many have been taken in the past. (*Mining*)

After November, 1943, when we file our next replacement schedule, depletions will affect our production to a considerable extent unless qualified replacements can be found. Today there is an absence of replacement material capable of training. (*Surgical Supplies*)

We have been rather fortunate in the past in replacing over 1,100 draftees, but experiencing serious difficulty at present, and hold very little hope regarding replacements in the future. (*Steel*)

A study of the replies to this question was made to determine if the location of the plant or the type of industry appeared to affect the results. Neither appears to have any appreciable effect. For example, ten different industries are represented by the eighteen companies in which the draft has had "no effect at all"; nine industries are represented by the twenty-nine companies affected "very seriously." Yet twelve of the eighteen companies reporting "no effect at all" are in the same industries as twenty-four of the twenty-nine companies reporting a "very serious" effect. Similarly, in regard to the location of the plants, there is an even higher percentage of duplications between the two groups.

How Many More Can Industry Release?

Executives participating in the survey were asked to estimate the percentage of men below thirty-eight years of age which they could relinquish and still continue to meet their war production schedules. The number of companies which estimate each percentage figure in each grade of skill is shown in Table 2.

Even a cursory examination of these data reveals that Selective Service must begin at once to exercise extreme care in drafting men according to skills if production goals are to be met satisfactorily. For example, it is significant that only thirty-two companies (15.6%) state that they can release none of their un-

TABLE 2: NUMBER OF COMPANIES ESTIMATING PERCENTAGE OF EMPLOYEES RELEASABLE, BY SKILL

Grade of Skill	0%	1% to 5%	5% to 10%	10% to 15%	15% to 20%	20% to 30%	30% to 40%	40% to 50%	50% to 75%	75% to 99%	100%	Total Companies
Unskilled.....	32	6	13	22	8	29	15	7	37	20	16	205
Skilled.....	61	15	30	39	8	31	8	3	10	2	..	207
Technical.....	106	15	29	32	3	14	3	..	1	..	..	203
Supervisory.....	109	16	34	25	4	12	2	..	3	..	..	205
Management and executive.....	140	15	13	26	3	5	1	..	3	..	..	206

skilled employees. This percentage increases rapidly, however, among the more advanced skills to a high of 140 companies (68%) which can release none of their management and executive employees. Of additional significance is the general pattern of the replies. For example, of the sixteen companies which can release 100% of their unskilled workers, fifteen can release none of their management and executive group; and the one remaining company can release only 5%.

Representative comments in reply to this question are as follows:

Our production is now 90% of what it ought to be, due to shortage of manpower. If the Selective Draft continues to take employees in the same proportion as in the past, our production will be 75% of what it ought to be by the end of 1943. The reason for this is that it is impossible to obtain material from which to train replacements. (*Turbines*)

We are unable to use female help as replacements for our process men because conditions prevailing in our manufacturing division do not warrant this type of help. (*Chemicals*)

So many of our effective male workers have been taken that our production is seriously declining. We should not lose any more men at all. Orders at present are almost 100% in excess of our production. (*Tools*)

Last year at this time we had 112 men, today we have 55. The draft boards have taken the keenest and brightest men we had. We have only a handful of men who can act as group leaders and bosses. We are able to hire ignorant people who have no background of mechanical knowledge and no native brightness. These people can do the simplest operations when everything is set up for them. They cannot, however, set up work for themselves, or run a group. The result is we are not doing as much work as we were doing at this time last year. Our orders have dropped off and we have not made any particular effort to obtain more orders because of this difficulty. If the government wants to take all our bright men, we will let them have our bright men and not try to produce much war material. Our shop is 100% defense work. (*Switchboards and Electric Switches*)

Where we estimate percentages of withdrawals we assume the company will have a voice in which individuals are selected. (*Machinery*)

We have lost 120 men (out of 650 employees) to the armed forces. Any more will mean quite a handicap to our production of aircraft parts.

..... is critical manpower area. There are no available replacements of men, either skilled or unskilled. Any loss of men will mean additional loss of production. (*Rubber Products*)

Any reduction in our present number of skilled, unskilled and technical employees will immediately result in a reduction of our war production schedule. (*Malleable Iron*)

We do not have, nor are there available, replacements for the technical, supervisory, and executive groups. (*Metal Products*)

Few men under 38 remain except married men with children and highly necessary men. We are already close to rock bottom. (*Aircraft*)

No matter what happens, we will all continue to do our best. Government officials must, however, give the most serious consideration to how satisfactory "our best" will be in the light of war needs. Executives in this area are extremely pessimistic—and sincerely so. (*Aircraft Parts*)

The vice president of a company producing steel saws makes the following unique comment:

Out of approximately 2,000 employees, this corporation had previously trained approximately 50 men in positions of importance out of the younger group for foremen of the tool and die divisions, master mechanics and similar capacities. On account of the extreme responsibility which has been placed upon the shoulders of these younger men, we are forced by circumstances to work long hours and under extreme pressure.

It would seriously hamper the problem which this corporation faces if these men are inducted into the armed services. While it is true that there are a few older men capable of doing the technical work that these men do, we have found in the past three years that the older men cannot handle all responsibilities on account of lack of physical capacity and it has fallen upon these younger men to bear the brunt and take the punishment which the older men cannot.

It has been most interesting to study this from a medical and personnel point of view. Deferments have

been obtained four times for this group, but due to the pressure that has been brought to bear by friends and neighbors who failed to understand the importance of the work, we have lost two or three of them when they have volunteered their services to the armed forces to escape pressure from outside.

No deferment was asked by this group; the ones we have lost have come directly to me to let them go, and I have had to give in on account of the effect that it would have upon these boys in their later life. The public would never understand why these individuals were so important when their own children, who had not prepared themselves for the task, had been taken without deferment. It would seem in extreme cases that something constructive might be suggested, as follows: That where a man is occupying a position of this character he should be put into a uniform and reassigned to the duties which are essential in the emergency. The percentage is so low that it would not affect the general overall picture so far as manpower is concerned.

IF ALL 18-38 MEN ARE DRAFTED

Executives were asked how seriously their ability to meet war production requirements would be affected if, as recently announced, virtually all physically fit men between the ages of eighteen and thirty-eight were drafted. The tabulated replies to this question are as follows:

Degree of Effect on Production	Number of Companies	% of Total Companies
Very seriously hampered.....	148	69.81
Seriously hampered.....	49	23.11
Somewhat hampered.....	11	5.19
Hampered very slightly.....	3	1.42
Hampered not at all.....	1	0.47
Total	212	100.0

The one company reporting "hampered not at all" furnished the information that it has no male employees under 38 years of age.

One of the three companies which replied "hampered very slightly" furnished the comment that it "can spare no one in the future above the unskilled group."

Other representative comments are as follows:

In answering this question we have assumed a rapid rate of withdrawal and confused and disorganized policies, such as have characterized Selective Service handling to date. If withdrawal followed some long-range, carefully planned program allowing time for training new employees, the damage would be much less severe. However, we are a "young" company and are located in a number one critical manpower area. (*Electric Products*)

Twenty per cent of our male employees are in this age bracket. We have replaced approximately 450 men

employees with women (out of 3,400 employees) and that is about as far as we can go in this direction. (*Automotive Vehicle Parts*)

We have several men in our employ between the ages of 18 and 38 who have been with us anywhere up to 10 years and have been trained to perform specialized production work. These men cannot be replaced with material that we can obtain even in a normal labor market, let alone in a labor market such as we are faced with today. We have reference to men such as varnish makers who are not only considered as skilled craftsmen, but whose work also is a skilled art.

Would eliminate two-thirds of our supervisory employees and all but one of the shop executives. All of this latter group are irreplaceable in this day and age. (*Machinery*)

Impossible to carry on if above occurs. (*Metal Products*)

Have turned down a number of orders because of losses of experienced labor already and because of inability to secure enough reliable labor to replace them. (*Chemical Products*)

In this case, our production would be stopped completely. (*Metal Products*)

Under above conditions, could not operate . . . (*Machinery*)

We would lose so many of our managerial, technical, supervisory and skilled groups that it would be necessary to completely reorganize and regroup our manufacturing division, and production would be cut a least 50% for months. (*Machinery*)

In addition to these comments, about a dozen companies furnished the relevant information that their male employees under thirty-eight comprise a relatively high percentage of their total employees. These percentages range from 19% to over 70%.

Personal interviews with several executives resulted in an interesting repetition of one prediction. In effect, these men are of the opinion that the manpower needs of industry will largely be ignored until, as one man stated, "we wake up some day and find that we have produced only 3,800 planes in a month instead of 6,200. Then everyone will make a great to-do. Officials will scurry to find the self-evident cause and we'll have a duplication of the farm situation involving a great scramble to get men back where they are needed. By that time, it will probably be too late."

S. AVERY RAUBE
Management Research Division

Absenteeism during March

ABSENTEEISM in March accounted for 43,520,000 man days lost by industrial employees because of sickness, nonindustrial accidents and personal reasons, according to THE CONFERENCE BOARD'S survey for that month. The average loss of .9 days a man and 1.3 days a woman were computed from the figures of absenteeism in fifty plants located in eighteen states and the District of Columbia and employing 108,097 men and 42,864 women. The plants represented were about 81% engaged in the production of war materials of one kind or another. About 82% of the men and 70% of the women were factory workers.

HOURS OF WORK AND ABSENTEEISM

The average number of hours a week worked by men and women in factory and in office are shown in the accompanying table. In the report as a whole, men worked 46.6 hours a week on an average, or 2.7

	Avg. Work Week in Factory	Avg. Work Week in Office
Men.....	47.6	42.2
Women.....	45.1	41.2
Combined.....	47.0	41.8

hours more than women. Men in factories were scheduled to work about three hours longer a week in March than in February. Similarly, there was an increase of approximately two hours a week for women factory employees.

TABLE 1: FREQUENCY AND DURATION OF ABSENCE AMONG 108,097 MALE EMPLOYEES IN MARCH, 1943 IN RELATION TO HOURS WORKED A WEEK

Weekly Work Hours	Average Number of Absences for 1,000 Employees			Average Days Lost an Absence			Average Number of Days Lost an Employee
	Short- Term	Long- Term	All Absences	Short- Term	Long- Term	All Absences	
Over 60..	284	142	426	1.6	8.5	3.9	1.6
55-59..	420	85	505	1.5	8.4	2.7	1.4
50-54..	290	54	344	1.5	7.7	2.5	1.2
45-49..	264	81	345	1.5	7.7	3.0	1.0
40-44..	127	54	181	1.6	9.7	4.0	0.7
35-39..	345	98	443	1.5	7.0	2.7	1.2
Total..	233	65	298	1.5	8.4	3.0	0.9

The relationship of absenteeism to hours of work for male employees is indicated in Table 1. The increase in the number of days lost an employee as weekly work hours increased indicates the effect of longer hours upon illness and other reasons for absence.

Data on hours and absenteeism for women are given in Table 2. Apparently, hours of work affect absenteeism among women in much greater degree than among men.

TABLE 2: FREQUENCY AND DURATION OF ABSENCE AMONG 42,864 FEMALE EMPLOYEES IN MARCH, 1943 IN RELATION TO HOURS WORKED A WEEK

Weekly Work Hours	Average Number of Absences for 1,000 Employees			Average Days Lost an Absence			Average Number of Days Lost an Employee
	Short- Term	Long- Term	All Absences	Short- Term	Long- Term	All Absences	
50-54..	91	20	111	1.4	5.5	2.2	0.2
45-49..	476	90	566	1.4	6.6	2.2	1.2
40-44..	398	149	547	1.6	7.4	3.2	1.7
35-39..	257	94	351	1.5	7.3	3.0	1.1
Total..	394	100	494	1.5	7.0	2.6	1.3

REASONS FOR ABSENCE

The reports of forty plants employing 126,320 persons are analyzed in Table 3 to show the relative importance of illness, nonindustrial accidents, and absences for personal reasons. Illness accounted for 51.2% of the absences; nonindustrial accidents, 1.7%; and personal reasons, 47.1%. These causes were responsible for 58.8%, 2.5% and 38.7%, respectively, of the total time lost.

TABLE 3: FREQUENCY AND DURATION OF ABSENCE AMONG 88,217 MALE AND 38,190 FEMALE EMPLOYEES IN MARCH, 1943, ACCORDING TO REASONS OF ABSENCE

Classification	Short-Term Absences			Long-Term Absences			All Absences		
	Ill	Acci- dent	Other	Ill	Acci- dent	Other	Ill	Acci- dent	Other
Absence per 1,000 men..	111	3	130	40	1	23	151	4	153
1,000 women	224	6	184	60	3	46	284	9	230
Days lost an absence									
Men.....	1.6	1.4	1.4	9.3	11.7	6.5	3.6	4.2	2.2
Women...	1.5	1.9	1.4	7.2	7.8	6.7	2.7	3.9	2.5

Women showed a greater tendency to be absent because of illness with 54% of their absences thus reported, as compared with 48% for men. Personal reasons are second in importance, accounting for 44% of women's absences, at the same time they accounted for 50% of men's absences. Nonindustrial accidents were almost negligible, accounting for only 2% in each case.

Significance of Seven-Month Figures

Table 4 includes the average rates of absenteeism in the cooperating companies during seven months. This table, which analyzes the reports of absence for an average of 126,591 persons, indicates a seasonal fluctuation between the fall, winter and early spring months. It also shows that illness, nonindustrial accidents and absences for personal reasons are causing time to be lost each month at a per annum rate of

TABLE 4: FREQUENCY AND DURATION OF ABSENCES AMONG 96,422 MALE AND 30,169 FEMALE EMPLOYEES, SEPTEMBER, 1942-MARCH, 1943

Monthly Rates							
Period	Avg. No. Absences per 1,000 Employees a Mo.			Average Days Lost an Absence			Average Number of Days Lost an Employee a Year
	Short-term	Long-term	All Absences	Short-term	Long-term	All Absences	
Sept.-Nov.							
Male.....	161	39	200	1.6	8.1	2.9	7.2
Female.....	301	58	359	1.5	7.6	2.5	10.8
Dec.-March							
Male.....	210	56	266	1.1	9.1	3.4	10.8
Female.....	379	96	474	1.9	8.5	3.2	18.0
Sept.-March							
Male.....	191	50	241	1.3	6.7	3.2	9.6
Female.....	355	83	438	1.8	8.3	3.0	15.6

9.6 work days for men and 15.6 work days for women. As this rate was taken over months in which absenteeism was both low and high, it is reasonable to assume that it is fairly representative of the attendance performance of employees throughout the year. If so, the absence rate of men has increased 37% and the rate of women 30% over estimates made by the United States Public Health Service for previous years.

TRENDS IN EMPLOYMENT

Forty-two companies decreased the number of employees on their payrolls 1.0% from February to March. Although the companies in all categories increased the number of women on their payrolls, the

TABLE 5: CHANGE IN EMPLOYMENT, FEBRUARY TO MARCH, 1943

Companies on War Production	Men	Women	Total
100%.....	-1.7%	+2.3%	-1.1%
75% to 99%.....	-1.4	+5.2	0.0
51% to 74%.....	-1.4	+1.0	-0.9
50% or less.....	-6.0	+1.4	-2.5
Combined.....	-1.9	+2.1	-1.0

rate at which women were employed was not fast enough to compensate for the loss of men.

If these percentages are compared with those for the five-month period ended in February and covering

TABLE 6: CHANGE IN EMPLOYMENT, OCTOBER, 1942-FEBRUARY, 1943

Companies on War Production	Men	Women	Total
100%.....	+0.8%	+6.9%	+1.4%
75%-99%.....	+0.8	+2.1	+1.3
55%-74%.....	-1.3	+2.7	-0.8
50% or less.....	-1.4	+2.1	-0.3
Combined.....	-0.6	+3.4	+0.4

the reports of thirty-nine companies it would appear that the loss of men was accelerated in March while the hiring rate of women dropped.

ISABEL RODGERS

Management Research Division

Wage and Salary Stabilization

CHANGES IN WLB GENERAL ORDERS

GENERAL orders No. 5 and No. 9,¹ issued by the National War Labor Board in October, 1942, made it possible for employers to grant individual wage and salary adjustments without WLB approval if they do not affect price ceilings adversely and provided there is a direct relationship to established wage-rate or salary-rate schedules. Five specific categories are given in the two orders under which increases may fall. A composite of the clauses from the two orders is as follows:

1. Individual promotions or reclassifications.
2. Individual merit increases within established rate ranges.

¹The Management Record, November, 1942.

3. Operation of an established plan of pay increases based upon length of service.

4. Increased productivity under financial incentive plans.

5. Operation of an apprentice or trainee system.

ORIGINAL ORDER NO. 6

General Order No. 6, issued by WLB on October 20, covering the problem of rates for new employees and new job classifications, was as follows:

(a) The hiring of an individual at a wage rate in excess of the rate previously established in the plant for employees of similar skill and productive ability within the classification in which the individual is employed is

a "wage increase" within the meaning of Executive Order No. 9250.

(b) If a wage rate for a job classification has not theretofore been established by the employer for the plant involved, the rate shall be fixed at a level not exceeding that which prevails for similar classifications within the area unless a higher rate is approved by the National War Labor Board.

Coincident with the issuance on May 26 of General Order No. 31 dealing with wage and salary schedules, the WLB made certain revisions in the related general orders No. 5, No. 6 and No. 9.

ORDER NO. 31

General Order No. 31 contains six major headings covering the following subjects:

- I. Specific criteria for all established schedules.
- II. New schedules.
- III. Making changes in schedules.
- IV. Organized labor's participation in approving schedules.
- V. Multiple-plant schedules in a single region.
- VI. Multiple-plant schedules where more than one region is involved.

Sections I and II contain considerable detailed instructions to employers. A few excerpts from Section I follow:

A "schedule" involves job-classification rates or rate ranges and a plan for making individual adjustments within and between the rates or rate ranges. Rate ranges consist of clearly designated minimum and maximum rates in existence as of May 31, 1943, for jobs of similar skill and responsibility.

No employee may receive more than two merit increases during any calendar year. Except in cases where there have been substantial fluctuations in employment, no more than 50% of the average number of employees in a job classification may receive merit increases during any calendar year. No merit increase may exceed 33-1/3% of the difference between the minimum and maximum rates of the appropriate range.

Automatic length of service increases may be made only within rate ranges. Frequency of adjustment may not exceed four times in any calendar year. Amount of adjustment may not exceed 25% of the difference between the minimum and maximum rates of the appropriate ranges.

When promoted or reclassified to a higher-rated job, an employee may receive a rate not in excess of 15% above his rate on his former job or the minimum rate for the new job, whichever is higher; provided, however, that where an employee has special ability and experience, he may be paid a rate within the appropriate range corresponding to such ability and experience.

Each job classification must be clearly defined and described. Except where there has been a substantial fluctuation in employment, proportionate distribution of employees within and among rate ranges must re-

main substantially the same from quarter-year to quarter-year. No appreciable increase in the level of production costs may result from individual rate adjustments.

Records

Any employer who makes individual wage or salary rate adjustments pursuant to an established schedule must hereafter keep the following records available in his establishment(s) for a period of two years:

1. The rate or range of rates for each job classification.
2. The description of each job classification.
3. A statement of the plan of making adjustments within the rate ranges and between the rates or rate ranges.
4. The date when the schedule was established.
5. For each job classification in which merit increases have been made, the number of employees in each such job classification during the payroll period when the adjustments were made.
6. With respect to each employee who received an adjustment:
 - (a) Name of employee
 - (b) Date on which employee was hired.
 - (c) For each adjustment given to the employee:
 - (1) Date of adjustment
 - (2) Job classification prior to and after the adjustment
 - (3) Rate of pay prior to and after the adjustment
 - (4) Reason for adjustment.

No particular order or form is prescribed for these records, provided that the information required is easily obtainable.

REVISED ORDER NO. 6

The full text of the revised order No. 6, adopted by the WLB on May 26 is as follows:

1. The hiring of an individual at a wage rate in excess of the rate previously established in the plant for employees of similar skill and productive ability within the classification in which the individual is employed is a "wage increase" within the meaning of Executive Order No. 9250.

2. If a wage rate or range of rates for a job classification has not theretofore been established by the employer for the plant involved, the rate or rate range should bear the same relation to rates or ranges of rates for similar classifications in the area as the existing rates or rate ranges in the plant bear to comparable rates or rate ranges in the area; provided, however, that schedules covering new establishments or new departments within existing establishments must be submitted for approval as provided in General Order No. 31.

E. S. HORNING

Management Research Division

Personnel Practices

Incentive to Good Gardening

Employees of Servel, Inc., who belong to the Servel victory garden club are competing for \$150 in cash prizes offered for the best victory gardens raised this year. The club is sponsored by the Servel Employees' Association and the company in cooperation with the OCD. Gardens will be judged on the basis of variety of crops, choice of varieties, state of cultivation, thriftiness of crops, garden borders, insect control, disease control and general appearance.

The company's supervisor of feeding has announced that the Servel cafeteria will buy fresh vegetables direct from Servel employees who raise them, paying prevailing prices. These vegetables will be frozen, stored and canned to supplement the regular supply of cafeteria food, so that employees may eat next winter the carrots they have raised this summer.

Helping the Worker with His Taxes

Many income-tax headaches were saved employees of the National Cash Register Company of Dayton, Ohio, this year by the company, which not only gave them assistance in preparing their tax returns but also accepted payments for forwarding their returns to the Collector of Internal Revenue.

A large crew of men under the supervision of the head of the Tax Department assisted an estimated total of 4,700 employees in making out their income-tax returns, handling as many as 450 a day. Nearly 3,500 employees made cash payments at the cashier's booth, which eliminated the necessity of employees' securing post office money orders to forward with their tax returns. This was done for them.

The William Hengerer Company, a large department store in Buffalo, advanced to its employees upon request interest-free loans to meet the March 15th tax instalment. Repayments were made through payroll deductions, averaging about \$5 a week.

Government Allowances for Dependents

The Federal Government is contributing an average of \$2 billion yearly to family allowances and allotments to soldiers' dependents. The War Department's Office of Dependency Benefits, which administers the payment of these dependency benefits, now employs more than 9,500 persons and will probably require an additional 1,800 employees when the armed forces have been expanded to their full strength. It has processed 3,238,434 family-allowance and allotment-of-pay accounts and is handling from 12,000 to 15,000 applications for benefits daily.

What's on the Worker's Mind?

Sylvania Electric Products, Incorporated, recently conducted a poll of its ten plants to discover the problems with which its workers were chiefly concerned. The question, "Will I have a job when the war is over?" was asked four times as frequently as any other. Closely related to this major query was a group of questions regarding the company's plans for peacetime operation, such as the adaptability of its wartime products for peacetime use. From the replies received it would appear that such questions as overtime, inflation and rationing were of relatively minor importance.

The company is endeavoring to answer the questions raised whenever possible. Problems of company-wide interest will be discussed in the pages of the employee magazine, while questions of local importance will be handled by local management.

Avoiding the White Elephant

A sorry, patched and bandaged white elephant moves from department to department of the Beech Aircraft Corporation at Wichita, Kansas, as accidents are reported. In those weeks when no lost-time accidents are reported from any department, the Roving Nuisance finds a welcome in the office of the company's general superintendent, who would prefer to give the beast a permanent haven. The white figure, about four feet high, is covered with a blackout curtain during periods when the company has a perfect safety record.

Hostesses Greet New Women Employees

Groups of girls known as hostesses are being organized in plants of the Colt's Patent Fire Arms Manufacturing Company at Hartford, Connecticut, to welcome new women employees. A hostess personally ushers each new woman employee to her department, introduces her to her foreman and to women employees in her section and explains to her the various facilities available. When questions arise, the new employee can go to any hostess in her department for information and friendly advice.

There are from three to seven hostesses in each department, according to the number of employees in the department. Most of the hostesses, who are selected by the personnel department in consultation with the foremen of the various departments, are employees of several years' service who were chosen for their cooperative understanding of the aims and traditions of the company.

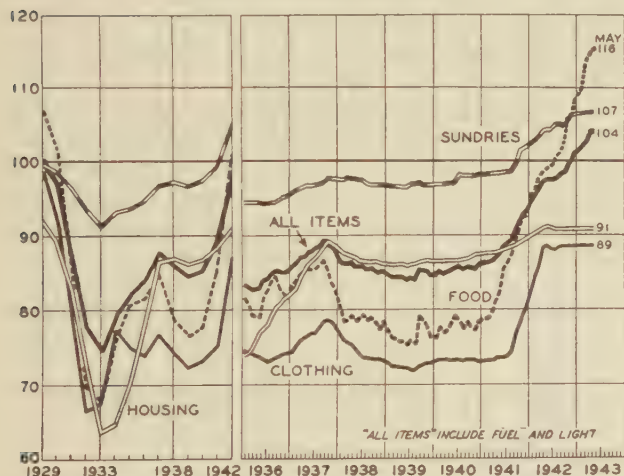
Monthly Review of Labor Statistics, April-May, 1943

ON THE BASIS of published reports regarding strikes which originated during May, efforts to hold the line seemingly are becoming more difficult. As shown on page 292 of this report, strikes were apparently more numerous and involved larger numbers of workers during May than in any other month since we entered the war. For example, the coal strikes put 480,000 men out of work, the rubber strike affected over 52,000 men, and the Chrysler strike involved more than 26,000 men. In each instance, the men struck for the purpose of obtaining higher rates of pay. Many of the May strikes were really against the War Labor Board, since their indicated cause was dissatisfaction with either a decision of the board or its failure to act promptly on wage demands.

COST OF LIVING IN THE UNITED STATES

Source: THE CONFERENCE BOARD

Index Numbers, 1923 = 100



It seems strange that the very agency which was expected to prevent strikes on the one hand and quickly settle those that did occur on the other should now be considered one of the principal causes of strikes. A major part of the difficulty apparently arises from labor's dissatisfaction with wage-rate changes in comparison with rises in the cost of living. Labor points out that its wages are frozen as of May, 1942, under the application of the Little Steel formula which permits wage-rate increases since January, 1941, up to 15%, the amount which living costs rose between that date and May, 1942. It also states that living costs continued to rise after that date and that, as a result, its standard of living is being lowered.

A glance at statistics for manufacturing wage earners is illuminating and shows a picture that can hardly be called unfavorable to these wage earners. True, these data apply to the average wage earner and, like all averages, they include the high-paid as well as the low. One of the current fallacies is to argue that because a man, or a group, is being paid less than the average, wages should be raised to at least the average. Since the wages before such an adjustment were included in the average, they would automatically raise the average when included on the higher basis. Thus, the moment the increase was granted to place them at the average level, they would again be below the new average. Furthermore, these averages are for earnings and not wage rates. But it is earnings and not rates that should be compared with the cost of living, because it is earnings that are available to pay living costs. A worker's pay includes his overtime and other monetary compensation as well as his straight-time rates.

PERCENTAGE INCREASE IN COST OF LIVING AND EARNINGS IN 25 MANUFACTURING INDUSTRIES SEPTEMBER, 1939—APRIL 1943

Source: THE CONFERENCE BOARD

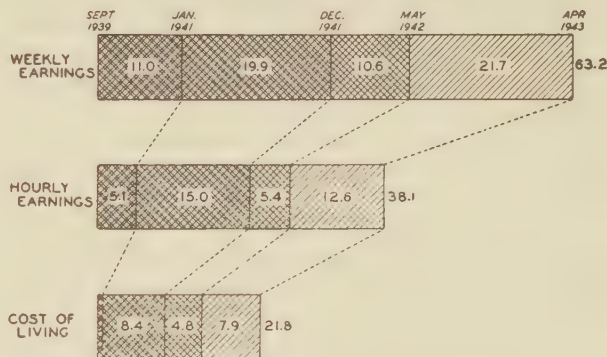


Chart 2 compares rises in average hourly and weekly earnings of wage earners in twenty-five manufacturing industries with increases in living costs since September, 1939. This period is broken into certain of its major parts to show the changes from the outbreak of the war in Europe (September, 1939) to the beginning date of the "Little Steel" formula (January, 1941), to the entry of the United States into the war (December, 1941), to the closing date of the Little Steel formula (May, 1942), and to the most recent date for which all figures were available (April, 1943). Over the whole war period, or in any part of it, these

**PERCENTAGE CHANGES IN THE COST OF LIVING ON WARTIME BUDGETS IN 62 CITIES
APRIL TO MAY, 1943**

Source: THE CONFERENCE BOARD

City	Percentage Change	City	Percentage Change	City	Percentage Change	City	Percentage Change
Youngstown.....	+3.1	Rochester.....	+0.8	Chattanooga.....	+0.4	Portland, Ore.....	0
Duluth.....	+1.9	Toledo.....	+0.8	Front Royal, Va.....	+0.4	Syracuse.....	0
Milwaukee.....	+1.7	Buffalo.....	+0.7	Macon.....	+0.4	New Haven.....	-0.1
Fall River.....	+1.5	Detroit.....	+0.7	Memphis.....	+0.4	Rockford, Ill.....	-0.1
Manchester.....	+1.5	Providence.....	+0.7	Minneapolis.....	+0.4	Sacramento.....	-0.1
Muskegon.....	+1.3	St. Paul.....	+0.7	Omaha.....	+0.4	Los Angeles.....	-0.2
Denver.....	+1.2	Seattle.....	+0.7	Richmond.....	+0.4	San Francisco.....	-0.2
Meadville, Pa.....	+1.2	Wilmington, Del.....	+0.7	Des Moines.....	+0.3	Dallas.....	-0.3
Newark.....	+1.2	Boston.....	+0.6	Houston.....	+0.3	Atlanta.....	-0.5
Philadelphia.....	+1.2	Huntington, W. Va.....	+0.6	Chicago.....	+0.2	Erie, Pa.....	-0.5
Dayton.....	+1.1	Louisville.....	+0.6	Kansas City, Mo.....	+0.2	Bridgeport.....	-0.6
Wausau, Wis.....	+1.1	Parkersburg, W. Va.....	+0.6	Lynn.....	+0.2	Cincinnati.....	-0.7
Grand Rapids.....	+1.0	St. Louis.....	+0.6	Baltimore.....	+0.1	New York.....	-0.7
Oakland.....	+0.9	Akron.....	+0.5	Roanoke, Va.....	+0.1	Birmingham.....	-1.1
Pittsburgh.....	+0.9	Indianapolis.....	+0.5	Lansing.....	0	New Orleans.....	-2.5
Cleveland.....	+0.8	Spokane.....	+0.5				

wage earners have increased their "real" earnings—in other words, they have increased their purchasing power.

There are of course other factors which disrupt this purchasing power, but they do not invalidate the conclusion that these wage earners have steadily improved their basic earning position in relation to the cost of commodities and services which comprise the living pattern. For example, the cost of living index does not include income taxes, which have risen appreciably. High income taxes reduce spendable income for all and are a part of the wartime sacrifice every one is making. Rationing and shortages prevent many with available funds from buying the things they want, another wartime sacrifice. Substantial savings in the form of war bonds and stamps, frequently representing a greater-than-normal percentage of income, also cut into current spendable income, although they build up deferred spending.

Another indication of what is occurring is shown in the accompanying table on wage-rate increases. It shows that wage rates have been raised and are continuing to be raised. Since December, 1942, the number of wage earners affected has dropped off sharply, in line with the wage-stabilization program, but has not been eliminated by any means.

COST OF LIVING

Between April and May, the cost of a wartime budget for families of wage earners and lower-salaried clerical workers rose 0.2%, the smallest increase since the May-June, 1942, change. Fractional increases in food, sundries and fuel were accompanied by no change in rents and a slight decline in women's clothing. As indicated by the table at the top of this page, there was considerable variation in the changes

by cities, ranging from the 3.1% increase in Youngstown down to the 2.5% decline in New Orleans. Changes in food costs, particularly for seasonal items, were largely responsible for a majority of these changes.

WAGE-RATE INCREASES AND WORKERS AFFECTED

Source: THE CONFERENCE BOARD

Date	25 Manufacturing Industries	
	Wage Earners Affected	Wage-rate Increase
1942		
January.....	3.7%	6.1%
February.....	3.0	5.7
March.....	4.1	6.3
April.....	4.0	7.1
May.....	4.7	6.4
June.....	4.3	7.5
July.....	4.6	7.1
August.....	9.6	5.8
September.....	5.7	6.5
October.....	5.3	6.7
November.....	6.6	6.7
December.....	2.0	5.0
1943		
January.....	0.6	14.4
February.....	1.3	7.6
March.....	0.9	6.0
April.....	0.6	5.9

Over the year, the United States index showed a 7.1% rise. This resulted from a 17% increase in food prices and much smaller rises in costs of sundries and fuel and light. Minor declines in rents and clothing prices were in evidence.

ROBERT A. SAYRE
Division of Labor Statistics

Earnings, Hours, Employment, and Payrolls in Manufacturing, April, 1943

EARNINGS and payrolls rose to new peak levels in April, according to THE CONFERENCE BOARD's regular monthly survey of labor statistics in twenty-five manufacturing industries. The average number of hours worked in one week also increased in April and was greater than in any previous month since May, 1930. Employment, reversing the trend of the previous fifteen months, declined slightly in April but exceeded all other levels except those for February and March. Total man hours worked remained unchanged at the March peak level in April.

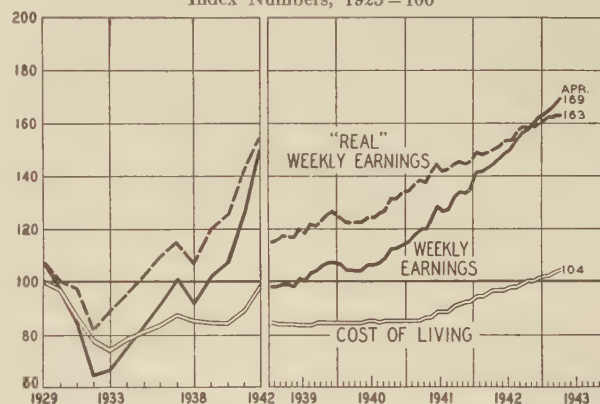
HOURLY AND WEEKLY EARNINGS

Hourly earnings of workers in the twenty-five manufacturing industries rose in April for the thirty-third consecutive month. They averaged \$.997 and were 1.0% higher than in March. Since January, 1941, the base month of the Little Steel formula, they have advanced 31.4%. The increase from March to April resulted chiefly from additional overtime worked at the premium rate. The average number of hours worked in one week rose 0.4% in the period. Wage-rate increases granted during the month averaged only 0.04% for all workers. In the year-period, however, when working hours were lengthened by only 4.9%, both wage-rate increases granted and the employment of larger numbers of workers in the more-lucrative skilled occupations contributed substantially toward the rise in hourly earnings.

Weekly earnings, showing the combined effect of higher hourly earnings and longer working hours, rose 1.6% in April to a new peak level. The April av-

AVERAGE WEEKLY EARNINGS, 25 MANUFACTURING INDUSTRIES

Source: THE CONFERENCE BOARD
Index Numbers, 1923 = 100



erage of \$44.99 was 16.3% above that of a year before and 47.0% higher than in January, 1941. "Real" weekly earnings, or dollar weekly income in terms of the commodities and services it will purchase, increased 0.7% in April. Since April of last year, real weekly earnings of manufacturing wage earners have advanced 9.0% and since January, 1941, 22.0%, despite the rises in living costs.

EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, ALL WAGE EARNERS, 25 MANUFACTURING INDUSTRIES

NOTE: Hourly earnings are not wage rates, because they include overtime and incentive payments

Date	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Nominal Hours per Week per Wage Earner	Index Numbers, 1923 = 100							
					Hourly Earnings		Weekly Earnings		Actual Hours per Week per Wage Earner	Employ- ment	Total Man Hours	Payrolls
					Actual	Real	Actual	Real				
1942 April.....	\$.896	\$38.68	42.8	41.0	165.6	170.5	145.4	149.7	87.0	131.5	114.4	191.2
May.....	.906	39.00	42.7	41.2	167.5	172.1	146.6	150.7	86.8	132.5	115.0	194.2
June.....	.917	39.52	42.7	41.2	169.5	174.2	148.5	152.6	86.8	134.2	116.5	199.3
July.....	.928	39.80	42.6	41.2	171.5	175.4	149.6	153.0	86.6	135.7	117.5	203.0
August.....	.940	40.87	43.2	41.2	173.8	177.2	153.6	156.6	87.8	137.9	121.1	211.8
September.....	.957	41.79	43.4	41.3	176.9	179.4	157.0	159.2	88.2	139.6	123.1	219.2
October.....	.958	42.10	43.6	41.4	177.1	177.6	158.2	158.7	88.6	141.6	125.5	224.0
November.....	.966	42.50	43.7	41.5	178.6	178.1	159.7	159.2	88.8	141.8	125.9	226.5
December.....	.970	42.98	44.2	41.6	179.3	177.5	161.5	159.9	89.8	145.2	130.4	234.5
1943 January.....	.979	43.56	44.3	41.9	181.0	178.5	163.7	161.4	90.0	146.3	131.7	239.5
February.....	.982	43.85	44.5	42.3	181.5	178.3	164.8	161.9	90.4	148.0	133.8	243.9
March.....	.987	44.30 ^r	44.7	42.6	182.4	177.4	166.5	162.0	90.9	148.4 ^r	134.9 ^r	247.1 ^r
April.....	.997	44.99	44.9	42.8	184.3	177.7	169.1	163.1	91.3	147.7	134.9	249.8

^rRevised

See footnotes on page 273

AVERAGE HOURS AND TOTAL MAN HOURS

In April, working hours of manufacturing wage earners averaged 44.9, the greatest number recorded in any week since May, 1930. Since January, 1941, the work week has been lengthened by 4.7 hours, or 11.7%. Total man hours, which reflect changes in both employment and average hours a week, remained unchanged at the March level with increased average working hours offset by a reduction in average employment for the twenty-five industries.

EMPLOYMENT AND PAYROLLS

Employment in the twenty-five industries combined declined in April for the first time in sixteen months. The reduction in the aggregate resulted from declines in sixteen of the individual industries. The reduction in employment which amounted to 0.5% was only

sufficient to reduce the average slightly below the February level. There were, therefore, more workers employed in the twenty-five industries in April than in any other month since these surveys were begun, except during February and March of this year. Since April, 1942, employment gains have amounted to 12.3% and since January, 1941, the increase has been 35.4%.

Because weekly earnings rose more than employment declined, total payrolls advanced in April for the twenty-first consecutive month. They were 1.1% greater than in March, 30.6% larger than in April, 1942, and 99.0% more than in January, 1941.

AIRCRAFT AND SHIPBUILDING

In April, \$1.035 an hour was averaged by all workers in the aircraft industry. This new peak level of

EARNINGS AND HOURS, ALL WAGE EARNERS, APRIL, 1943

NOTE: Hourly earnings are not wage rates, because they include overtime and incentive payments

Industry	Average Earnings				Average Hours per Week per Wage Earner			
	Hourly		Weekly		Actual		Nominal	
	April	Mar.	April	Mar.	April	Mar.	April	Mar.
Agricultural implement.....	\$1.089	\$1.087	\$51.05	\$50.70	46.9	46.6	45.9	45.7
Automobile ¹	1.281	1.283 _r	58.42	58.36 _r	45.6	45.5	42.5	42.3
Boot and shoe.....	.689	.685	28.32	27.38	41.1	40.0	40.7	40.6
Chemical.....	1.019	1.003	46.06	43.23	45.2	43.1	41.5	40.7
Rayon and allied products.....	.894	.888	36.74	35.52	41.1	40.0	40.4	40.2
Cotton—North.....	.743	.740	32.49	32.24	43.7	43.6	40.7	40.5
Electrical manufacturing.....	1.058	1.054	49.25	49.19	46.6	46.7	42.4	42.2
Furniture ².....	.933	.929	44.86	43.99	48.1	47.4	43.0	44.1
Hosiery and knit goods.....	.761	.755	31.06	31.02	40.8	41.1	41.0	41.0
Iron and steel ³	1.112	1.103	47.22	46.83 _r	42.5	42.5	42.2	42.1
Leather tanning and finishing.....	.850	.847	36.78	36.42	43.3	43.0	43.0	42.9
Lumber and millwork.....	1.044	1.012	47.23	44.30	45.3	43.8	45.4	44.5
Meat packing.....	.863	.852 _r	35.93	35.78 _r	41.6	42.0 _r	40.3	40.4
Paint and varnish.....	.907	.893	42.27	39.47	46.6	44.2	40.5	40.2
Paper and pulp.....	.867	.864	40.54	40.13	46.8	46.4	42.0	41.7
Paper products.....	.803	.793	35.61	34.85	44.3	43.9	41.8	41.4
Printing—book and job.....	.913	.915	39.94	40.18	43.7	43.9	40.7	39.8
Printing—news and magazine.....	1.037	1.035	40.37	40.75	38.9	39.4	39.7	39.7
Rubber.....	1.068	1.090 _r	48.33	49.21 _r	45.3	45.2	42.4	42.4
1. Rubber tires and tubes.....	1.183	1.192	53.33	53.78	45.1	45.1	42.9	42.9
2. Other rubber products.....	.917	.955 _r	41.74	43.16 _r	45.5	45.2	41.7	41.8 _r
Silk and rayon.....	.730	.718	30.03	30.71	41.1	42.7	42.1	42.0
Wool.....	.874	.866	37.64	37.35	43.1	43.2	41.3	40.7
1. Woolen and worsted goods.....	.857	.849	36.39	36.24	42.4	42.7	40.3	40.1
2. Other woolen products ⁴.....	.900	.893	39.67	39.20	44.1	43.9	42.8	41.5
Foundries and machine shops.....	1.090	1.074	52.25	51.55	47.9	48.0	44.9	44.7
1. Foundries.....	1.049	1.041	49.36	48.94	47.1	47.0	42.9	42.8
2. Machines and machine tools.....	1.067	1.055	53.62	53.62	50.3	50.8	46.7	46.7
3. Heavy equipment ⁵	1.156	1.166	54.84	56.12	47.5	48.1	45.6	45.7
4. Hardware and small parts.....	1.033	1.025	49.15	48.49	47.6	47.3	43.6	42.6
5. Other products.....	1.084	1.041	51.49	48.95	47.5	47.0	44.3	44.2
25 INDUSTRIES.....	\$.997	\$.987	\$44.99	\$44.30 _r	44.9	44.7	42.8	42.6
Cement.....	\$.832	\$.827	\$31.61	\$31.06	38.0	37.6	41.0	40.0
Petroleum refining.....	1.225	1.203	52.18	49.47	42.6	41.1	39.9	39.8
27 INDUSTRIES.....	\$.999	\$.989	\$44.99	\$44.28	44.8	44.6	42.8	42.5
Aircraft.....	\$1.035	\$.991	\$46.98	\$44.81	45.4	45.2	47.3	47.4
Shipbuilding.....	1.233	1.230	59.85	56.53	48.5	45.9	47.6	47.6

See footnotes on page 273

hourly earnings, 4.4% above the March level, resulted from higher hourly earnings received by each group of workers. The increases were 1.8% for unskilled male workers, 3.3% for semi-skilled and skilled male wage earners, and 8.3% for women workers, who comprised 36% of all workers in April. Longer working hours were averaged by the men in April, but the women averaged slightly shorter hours of work. Weekly earnings rose 4.8% in April and averaged \$46.98 for all workers. Despite the reduction in working hours, the weekly earnings of the women rose more in the month-period than did those of either male group.

All shipyard workers averaged \$59.85 for a work week of 48.5 hours in April. While the average hourly earnings of \$1.233 in April had been exceeded in both January and February of this year, the longer working hours served to raise weekly earnings above all previous levels. For the first time, hourly earnings of women workers were higher than those of unskilled male workers. The weekly earnings of unskilled male workers were higher than those of the women, who worked fewer hours. The number of women in the

industry is increasing so rapidly that 3.0% of all workers in the industry in April were women as compared with less than 1% last October.

CEMENT AND PETROLEUM

With fewer workers and longer working hours, total man hours in the cement industry were more in April than in March. Higher hourly earnings in addition to the longer work week raised both weekly earnings and total payrolls above the March levels. While skilled male wage earners worked longer hours at a higher hourly rate and received a somewhat larger weekly return, shorter hours worked by the unskilled brought a slight reduction in their weekly earnings.

More wage earners worked longer hours in the petroleum-refining industry in April and received a larger weekly return. Hourly earnings of \$1.225 in April were higher than those in any previous month and were exceeded only by hourly earnings of workers in the automobile and shipbuilding industries. Weekly earnings of \$52.18 in April were at a new peak and were only below the levels of weekly earnings in the automobile, rubber tire and tube, shipbuilding, ma-

EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, ALL WAGE EARNERS, APRIL, 1943

Index Numbers, 1923=100

NOTE: Hourly earnings are not wage rates, because they include overtime and incentive payments

INDUSTRY	Average Earnings						Employment		Total Man Hours Worked		Payrolls	
	Hourly, Actual		Weekly									
			Actual		Real a							
	April	Mar.	April	Mar.	April	Mar.	April	Mar.	April	Mar.	April	Mar.
Agricultural implement.....	195.9	195.5	185.6	184.3	179.0	179.3	162.9	159.3	154.3	149.9	302.3	293.6
Automobile ¹	202.7	203.0 _r	193.8	193.6 _r	186.9	188.3 _r	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Boot and shoe.....	139.2	138.4	125.3	121.2	120.8	117.9	92.0	99.3	82.9	87.1	115.3	120.4
Chemical.....	201.4	198.2	171.2	160.6	165.1	166.2	161.5	161.7	137.3	131.0	276.5	259.7
Cotton—North.....	167.0	166.3	153.0	151.8	147.5	147.7	50.7	52.3	46.3	47.7	77.6	79.4
Electrical manufacturing.....	186.3	185.6	181.8	181.6	175.3	176.7	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Furniture ²	180.5	179.7	179.9	176.4	173.5	171.6	140.4	135.0	140.1	132.7	252.6	238.1
Hosiery and knit goods.....	199.2	197.6	175.8	175.6	169.5	170.8	87.5	89.6	77.1	79.6	153.8	157.3
Iron and steel ^{3*}	186.6	185.1	138.0	136.8 _r	133.1	133.1 _r	127.2	128.1 _r	93.7	94.4 _r	175.5	175.2 _r
Leather tanning and finishing.....	174.9	174.3	158.8	157.3	153.1	153.0	82.7	83.4	75.3	75.3	131.3	131.2
Lumber and millwork.....	220.7	214.0	201.7	189.2	194.5	184.0	58.2	58.7	53.3	51.9	117.4	111.1
Meat packing.....	182.5	180.1 _r	152.6	152.0 _r	147.2	147.9 _r	138.2	145.8 _r	115.7	123.2 _r	210.9	221.6 _r
Paint and varnish.....	169.9	167.2	159.1	148.6	153.4	144.6	141.1	143.1	132.1	127.1	224.5	212.6
Paper and pulp.....	172.0	171.4	155.4	153.9	149.9	149.7	113.7	113.7	102.7	101.9	176.7	175.0
Paper products.....	176.1	173.9	163.5	160.0	157.7	155.6	177.3	180.3	165.1	166.2	289.9	288.5
Printing—book and job.....	139.8	140.1	133.4	134.2	128.6	130.5	125.3	126.2	119.3	120.6	167.2	169.4
Printing—news and magazine.....	149.6	149.4	129.3	130.5	124.7	126.9	123.9	124.8	107.0	109.3	160.2	162.9
Rubber.....	170.6	174.1 _r	172.4	175.6 _r	166.2	170.8 _r	114.9	115.4 _r	116.2	116.4 _r	198.1	202.6 _r
Silk and rayon.....	147.2	144.8	130.4	133.3	125.7	129.7	85.1	87.1	75.2	80.0	111.0	116.1
Wool.....	173.1	171.5	157.0	155.8	151.4	151.6	82.4	83.7	74.7	76.1	129.4	130.4
Foundries and machine shops.....	190.2	187.4	184.2	181.7	177.6	176.8	246.9	247.9	238.5	240.0	454.8	450.4
1. Foundries.....	177.8	176.4	166.7	165.3	160.8	160.8	155.7	154.0	146.0	144.1	259.6	254.6
2. Machines and machine tools.....	194.4	192.2	196.4	196.4	189.4	191.1	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
3. Heavy equipment ⁴	172.5	174.0	166.1	170.0	160.2	165.4	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
4. Hardware and small parts.....	201.8	200.2	198.1	195.4	191.0	190.1	216.8	215.3 _r	212.7	209.9 _r	429.5	420.7 _r
5. Other products.....	193.6	185.9	188.4	179.1	181.7	174.2	271.9	276.9	264.6	266.7	512.3	495.9
25 INDUSTRIES.....	184.3	182.4	169.1	166.5	163.1	162.0	147.7	148.4 _r	134.9	134.9 _r	249.8	247.1 _r

NOTE: No basic 1923 data are available, hence no indexes are given for the following: rubber tires and tubes, other rubber products, woolen and worsted goods, other woolen products, cement, petroleum refining, and "27 industries."

See footnotes on page 273

EARNINGS AND HOURS, MALE AND FEMALE WAGE EARNERS, APRIL, 1943

NOTE: Hourly earnings are not wage rates, because they include overtime and incentive payments

INDUSTRY	ALL MALE						FEMALE					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	April	Mar.	April	Mar.	April	Mar.	April	Mar.	April	Mar.	April	Mar.
Agricultural implement.....	\$1.109	\$1.104	\$52.09	\$51.60	47.0	46.7	\$.819	\$.805	\$36.93	\$36.49	45.1	45.3
Automobile ¹	1.337	1.341 ^r	61.86	61.96 ^r	46.3	46.2	1.026	.996 ^r	44.06	41.90 ^r	43.0	42.1
Boot and shoe.....	.813	.805	34.26	32.78	42.1	40.7	.572	.570	22.97	22.38	40.1	39.3
Chemical.....	1.090	1.072	50.36	46.95	46.2	43.8	.685	.679	28.02	26.96	40.9	39.7
Rayon and allied products.....	.985	.980	41.67	40.77	42.3	41.6	.660	.669	25.08	25.62	38.0	38.3
Cotton—North.....	.811	.805	37.50	37.05	46.2	46.1	.662	.661	27.16	27.03	41.0	40.9
Electrical manufacturing.....	1.192	1.183	57.18	56.87	48.0	48.1	.787	.778	34.58	34.16	43.9	43.9
Furniture ¹.....	.997	.990	49.04	48.10	49.2	48.6	.720	.683	32.16	29.46	44.7	43.2
Hosiery and knit goods.....	1.046	1.041	44.74	44.86	42.8	43.1	.639	.633	25.56	25.47	40.0	40.3
Iron and steel ^{3*}	1.112	1.103	47.22	46.83 ^r	42.5	42.5	.....	.....	.....	.....	.....	.....
Leather tanning and finishing.....	.874	.871	38.24	37.92	43.7	43.6	.685	.689	27.69	27.37	40.4	39.7
Lumber and millwork.....	1.044	1.012	47.23	44.30	45.3	43.8	.....	.....	.....	.....	.....	.....
Meat packing.....	.910	.895 ^r	38.59	38.38 ^r	42.4	42.9 ^r	.667	.668 ^r	25.74	25.91 ^r	38.6	38.8 ^r
Paint and varnish.....	.943	.922	43.00	40.38	45.6	43.8	.716	.693	28.93	26.40	40.4	38.1
Paper and pulp.....	.890	.887	42.18	41.68	47.4	47.0	.627	.622	26.05	25.54	41.5	41.0
Paper products.....	.922	.910	42.83	41.88	46.4	46.0	.614	.599	25.34	24.45	41.3	40.9
Printing—book and job.....	1.071	1.074	47.98	48.56	44.8	45.2	.587	.584	24.47	24.20	41.7	41.5
Printing—news and magazine.....	1.136	1.136	44.50	44.88	39.2	39.5	.634	.621	24.05	24.13	37.9	38.8
Rubber.....	1.213	1.242	57.59	58.63 ^r	47.5	47.2	.785	.792	32.57	32.96	41.5	41.6
1. Rubber tires and tubes.....	1.297	1.305	60.50	60.60	46.7	46.5	.874	.884	36.12	37.07	41.3	41.9
2. Other rubber products.....	1.073	1.135 ^r	52.49	55.14 ^r	48.9	48.6	.712	.715	29.65	29.60	41.6	41.4
Silk and rayon.....	.817	.811	35.23	36.63	43.1	45.2	.589	.564	22.57	22.13	38.3	39.3
Wool.....	.942	.934	42.10	41.68	44.7	44.6	.758	.751	30.74	30.68	40.6	40.9
1. Woolen and worsted goods.....	.920	.912	40.55	40.18	44.1	44.1	.765	.758	30.77	30.98	40.2	40.9
2. Other woolen products ⁴.....	.973	.963	44.30	43.82	45.5	45.5	.743	.736	30.68	30.04	41.3	40.8
Foundries and machine shops.....	1.139	1.121	55.38	54.54	48.6	48.7	.812	.777	35.89	34.42	44.2	44.3
1. Foundries.....	1.062	1.053	50.34	49.72	47.4	47.2	.782	.745	32.29	31.33	41.3	42.1
2. Machines and machine tools.....	1.128	1.110	58.05	57.56	51.4	51.9	.776	.770	35.24	35.44	45.4	46.0
3. Heavy equipment ⁶	1.169	1.177	55.64	56.90	47.6	48.3	.802	.783	35.06	33.39	43.7	42.7
4. Hardware and small parts.....	1.110	1.101	54.31	53.51	48.9	48.6	.786	.767	34.40	33.28	43.8	43.4
5. Other products.....	1.149	1.104	55.66	52.68	48.4	47.7	.840	.785	37.07	34.71	44.2	44.2
25 INDUSTRIES.....	\$1.081	\$1.070 ^r	\$49.84	\$49.01	46.0	45.7	\$.687	\$.677	\$28.34	\$27.85	41.1	41.0
Cement.....	.832	.827	\$31.61	\$31.06	38.0	37.6	.....	.....	.....	.....	.....	.....
Petroleum refining.....	1.225	1.203	52.18	49.47	42.6	41.1	.....	.....	.....	.....	.....	.....
27 INDUSTRIES.....	\$1.081	\$1.070 ^r	\$49.73	\$48.87	45.9	45.6	.....	.....	.....	.....	.....	.....
Aircraft.....	\$1.113	\$1.079	\$51.76	\$49.58	46.5	46.0	\$.890	\$.822	\$38.63	\$36.04	43.4	43.8
Shipbuilding.....	1.240	1.236	60.28	56.87	48.6	46.0	.961	.903	44.18	39.45	46.0	43.7

See footnotes on page 273

chine and machine tool and heavy foundry equipment industries. In all of these other industries, however, longer weekly working hours were averaged for the month.

LABOR STATISTICS IN APRIL

Hourly earnings rose 1.0% in April to \$.997. They were 11.3% higher than in April of last year and 69% more than those averaged in 1929.

Weekly earnings averaged \$44.99 in April. They were 1.6% higher than in March, 16.3% higher than in April, 1942, and 57.6% higher than in 1929.

Hours a week of 44.9 in April exceeded the March level by 0.2 hours, or 0.4%. In the year since April, 1942, the increase amounted to 2.1 hours, or 4.9%,

and since 1929, they have declined 3.4 hours, or 7.0%.

"Real" weekly earnings, or dollar earnings adjusted for changes in the cost of living, advanced 0.7% in April and exceeded those of a year before by 9.0% and those in 1929 by 52.1%.

Employment declined 0.5% in April but was 12.3% above the level of a year before and 46.2% more than in 1929.

Man hours remained unchanged at the March level in April. They were, however, 17.9% greater than in April of 1942 and 36.0% greater than in 1929.

Payrolls stood at 249.8 (1923=100) in April. This represented rises of 1.1% since March, 30.6% since April, 1942, and 130.4% since 1929.

EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE WAGE EARNERS, APRIL, 1943

NOTE: Hourly earnings are not wage rates, because they include overtime and incentive payments

INDUSTRY	UNSKILLED						SKILLED AND SEMI-SKILLED					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	April	Mar.	April	Mar.	April	Mar.	April	Mar.	April	Mar.	April	Mar.
Agricultural implement.....	\$.892	\$.885	\$42.76	\$42.61	47.9	48.2	\$1.140	\$1.134	\$53.41	\$52.78	46.9	46.5
Automobile ¹	1.118	1.101 _r	51.18	51.14 _r	45.8	46.5	1.370	1.376 _r	63.47	63.55 _r	46.3	46.2
Boot and shoe.....	.453	.453	19.52	18.34	43.1	40.5	.826	.817	34.77	33.27	42.1	40.7
Chemical.....	.913	.910	41.18	39.68	45.1	43.6	1.143	1.127	53.04	49.36	46.4	43.8
Rayon and allied products.....	.733	.734	29.98	29.73	40.9	40.5	1.012	1.008	42.81	41.93	42.3	41.6
Cotton—North.....	.724	.729	32.62	33.14	45.1	45.5	.851	.839	39.77	38.87	46.8	46.3
Electrical manufacturing.....	.872	.876	40.76	40.79	46.7	46.6	1.228	1.220	59.13	58.86	48.1	48.3
Furniture ².....	.776	.767	36.96	36.81	47.6	48.0	1.036	1.032	51.24	50.23	49.5	48.7
Hosiery and knit goods.....	.660	.658	30.04	29.66	45.5	45.1	1.082	1.076	46.03	46.18	42.5	42.9
Iron and steel ^{3*}.....	.855	.852	34.55	34.57 _r	40.4	40.6	1.162	1.151	49.84	49.30 _r	42.9	42.8 _r
Leather tanning and finishing.....	.659	.647	27.59	26.92	41.9	41.6	.930	.928	41.14	40.90	44.2	44.1
Lumber and millwork.....	.776	.760	33.74	32.55	43.5	42.8	1.117	1.085	51.11	47.79	45.8	44.1
Meat packing.....	.775	.775 _r	32.10	32.84 _r	41.4	42.4 _r	.982	.962 _r	42.17	41.50 _r	42.9	43.1 _r
Paint and varnish.....	.787	.777	34.00	32.40	43.2	41.7	1.016	.998	47.75	45.01	47.0	45.1
Paper and pulp.....	.754	.750	34.47	33.91	45.7	45.2	.951	.947	45.79	45.31	48.1	47.9
Paper products.....	.735	.728	33.28	32.03	45.3	44.0	.991	.980	46.44	45.91	46.9	46.8
Printing—book and job.....	.655	.654	29.13	29.08	44.4	44.5	1.242	1.245	55.87	56.66	45.0	45.5
Printing—news and magazine.....	.713	.721	26.44	27.75	37.1	38.5	1.247	1.248	49.60	49.68	39.8	39.8
Rubber.....	.915	.909	42.36	40.81	46.3	44.9	1.221	1.251	58.01	59.15 _r	47.5	47.3
1 Rubber tires and tubes.....	1.000	.997	46.80	46.36	46.8	46.5	1.305	1.313	60.88	60.99	46.6	46.4
2. Other rubber products.....	.718	.720	32.37	29.98	45.1	41.7	1.081	1.146 _r	53.02	55.91 _r	49.0	48.8
Wool.....	.763	.758	32.93	32.42	43.2	42.8	1.029	1.019	46.75	46.50	45.4	45.6
1. Woolen and worsted goods.....	.779	.774	33.00	32.25	42.3	41.7	1.011	1.003	45.79	45.88	45.3	45.8
2. Other woolen products ⁴.....	.724	.722	32.77	32.85	45.3	45.5	1.048	1.037	47.80	47.17	45.6	45.5
Foundries and machine shops.....	.930	.916	44.76	43.58	48.1	47.6	1.175	1.156	57.29	56.48	48.7	48.8
1. Foundries.....	.864	.852	40.02	39.71	46.3	46.6	1.146	1.140	54.84	54.12	47.9	47.5
2. Machines and machine tools.....	.984	.950	50.09	48.35	50.9	50.9	1.152	1.135	59.34	59.04	51.5	52.0
3. Heavy equipment.....	.930	.928	43.96	42.63	47.3	45.9	1.208	1.216	57.54	59.26	47.7	48.7
4. Hardware and small parts.....	.892	.884	43.76	42.72	49.1	48.3	1.145	1.136	56.01	55.29	48.9	48.7
5. Other products.....	.956	.940	46.31	44.89	48.4	47.7	1.177	1.127	57.03	53.77	48.4	47.7
24 INDUSTRIES ⁵	\$.845	\$.836	\$38.17	\$37.53	45.0	44.7 _r	\$1.140	\$1.128	\$52.83	\$51.95 _r	46.3	45.9 _r
Cement.....	\$.724	\$.712	\$26.85	\$26.99	37.1	37.9	\$.848	\$.845	\$32.34	\$31.69	38.1	37.5
Petroleum refining.....	.916	.905	38.55	36.98	42.1	40.8	1.261	1.237	53.81	50.90	42.7	41.2
26 INDUSTRIES ⁶	\$.845	\$.836 _r	\$38.07	\$37.43 _r	44.9	44.6 _r	\$1.139	\$1.128	\$52.68	\$51.77	46.2	45.8
Aircraft.....	\$.985	\$.968	\$43.82	\$42.88	44.5	44.3	\$1.120	\$1.084	\$52.20	\$49.90	46.6	46.0
Shipbuilding.....	.954	.945	45.13	40.87	47.3	43.3	1.298	1.289	63.43	59.94	48.9	46.5

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

¹Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD; revised data since Jan. 1941, available upon request.²Includes wood, metal, and upholstered household and office furniture.³Based on data collected by the American Iron and Steel Institute and THE CONFERENCE BOARD.⁴Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.⁵Beginning with February, 1943, earnings and hours data for female wage earners were also presented. Figures for all wage earners and all male previously published are comparable to all male currently shown.⁶n.a. Not available for publication; included in total indexes.^aIndexes of "real" earnings are based upon the Conference Board's indexes of the cost of living in the United States based upon prewar budgets.

Hourly earnings and weekly earnings were higher than in any other month since these surveys were initiated. The average number of hours worked in one week was more than in any previous month since May, 1930. "Real" weekly earnings, which reflect changes in living costs as well as those in dollar weekly earnings, reached a new peak level despite higher living costs. Although employment fell off fractionally from the March peak, more workers were employed in April in these manufacturing industries

than in any other previous month except February and March. As a result, a large number of workers were enabled to enjoy the benefits of the higher earnings.

The American manufacturer operated his plant the greatest number of man hours and disbursed the largest payrolls for any month since such data have been collected.

E. B. DUNN

Division of Labor Statistics

Earnings and Hours in the Gas and Electricity Industries, July, 1942, and January, 1943

ACTUAL hourly and weekly earnings and "real" weekly earnings of all wage earners in the production and distribution of gas and electricity rose to new high levels in January, 1943. Higher earnings were received in January by workers in every region of the country in both industries. They resulted largely from longer working hours which were averaged by all groups of workers. In the past, production and distribution jobs in these two industries have been confined to male workers. With the large demands upon the manpower of the nation made by

the armed forces and defense production, women workers have taken over some of these jobs. In January, 1943, therefore, payroll data applicable to these workers were also collected, but women represented so small a proportion of all workers that separate averages for them are not shown.

GAS

Hourly earnings of all workers in the manufacture and distribution of gas in the country as a whole averaged \$.906 in January, a rise of 5.0% from the July,

TABLE 1: EARNINGS AND HOURS IN PRODUCTION AND DISTRIBUTION OF GAS AND ELECTRICITY, BY SKILL
JULY, 1942, AND JANUARY, 1943

Source: THE CONFERENCE BOARD

Date and Region	ALL WAGE EARNERS							UNSKILLED					SEMI-SKILLED AND SKILLED				
	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Indexes, 1923=100				Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Indexes, 1923=100		Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Indexes, 1923=100	
				Hourly Earnings		Weekly Earnings					Hourly Earnings	Weekly Earnings				Hourly Earnings	Weekly Earnings
				Actual	Real	Actual	Real											Hourly Earnings	Weekly Earnings	Hourly Earnings	Weekly Earnings
Gas																	
July, 1942																	
United States.	\$.863	\$35.84	41.1	161.6	165.7	137.7	141.2	\$.678	\$27.46	40.5	151.0	132.2	\$.912	\$37.67	41.3	158.9	128.7
East.....	.873	35.71	40.9	a	a	a	a	.700	28.66	40.9	a	a	.913	37.36	40.9	a	a
South.....	.681 ^r	28.25 ^r	41.5	a	a	a	a	.475	18.27	38.4	a	a	.789	34.23	43.4	a	a
Middle West.	.894	36.48	40.8	a	a	a	a	.719	28.58	39.7	a	a	.936	38.41	41.1	a	a
Far West....	.886	41.05	46.3	a	a	a	a	.769	35.50	46.2	a	a	.933	43.30	46.4	a	a
January, 1943																	
United States.	.906	39.82	43.5	169.7	167.4	153.0	150.9	.725	30.69	42.3	161.5	147.8	.948	41.45	43.7	165.2	141.6
East.....	.918	39.28	42.8	a	a	a	a	.751	31.45	41.9	a	a	.952	40.91	43.0	a	a
South.....	.772	35.55	46.1	a	a	a	a	.536	22.98	42.8	a	a	.874	41.75	47.7	a	a
Middle West.	.920	40.14	43.6	a	a	a	a	.756	31.68	41.9	a	a	.954	41.96	44.0	a	a
Far West....	.917	43.80	47.8	a	a	a	a	.795	37.73	47.4	a	a	.964	46.17	47.9	a	a
Electricity																	
July, 1942																	
United States.	\$.992	\$41.19 ^r	41.4	162.6	166.8	139.3 ^r	142.9 ^r	\$.706	\$28.76	40.7	148.0	140.0	\$1.052 ^r	\$43.67 ^r	41.5	165.1 ^r	137.7
East.....	1.024	43.42	42.4	a	a	a	a	.760	32.81	43.2	a	a	1.068	45.16	42.3	a	a
South.....	.849 ^r	34.03 ^r	40.1	a	a	a	a	.564	21.90	38.8	a	a	.945	38.29	40.5	a	a
Middle West.	1.045 ^r	42.71 ^r	40.9 ^r	a	a	a	a	.795	31.98	40.2	a	a	1.092 ^r	44.75 ^r	41.0 ^r	a	a
Far West....	1.020	42.24	41.4	a	a	a	a	.726	29.25	40.3	a	a	1.079	44.96	41.7	a	a
January, 1943																	
United States.	1.034	44.64	42.9	169.5	167.2	151.0	148.9	.739	31.18	42.2	154.9	151.8	1.091	46.98	43.1	171.3	148.1
East.....	1.069	46.78	43.8	a	a	a	a	.806	34.78	43.2	a	a	1.110	48.65	43.8	a	a
South.....	.910	38.19	41.9	a	a	a	a	.583	23.63	40.5	a	a	1.014	43.02	42.4	a	a
Middle West.	1.070	45.76	42.7	a	a	a	a	.843	36.16	42.9	a	a	1.109	47.37	42.7	a	a
Far West....	1.048	43.71	41.7	a	a	a	a	.715	30.48	42.6	a	a	1.113	46.23	41.5	a	a

NOTE: This table revises and brings up to date figures published in *The Conference Board Management Record*, December, 1942, p. 402.
a1923 data not available. rRevised.

TABLE 2: EARNINGS AND HOURS IN PRODUCTION AND DISTRIBUTION OF GAS AND ELECTRICITY BY JOB CLASSIFICATION, JULY, 1942, AND JANUARY, 1943

Source: THE CONFERENCE BOARD

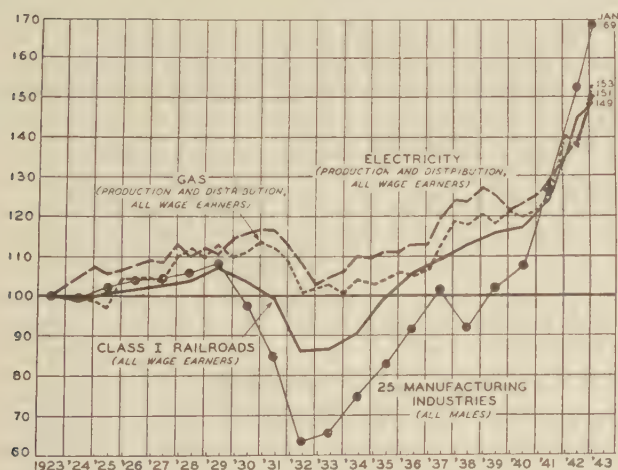
Date	GAS						ELECTRICITY					
	UNSKILLED			SEMI-SKILLED AND SKILLED			UNSKILLED			SEMI-SKILLED AND SKILLED		
	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner
Inside Production												
July, 1942.....	\$.705	\$29.27	41.5	\$.909	\$38.01	41.8	\$.703	\$29.17	41.5	\$1.030 ^r	\$42.84 ^r	41.6
January, 1943.....	.745	32.92	44.2	.937	42.36	45.2	.748	32.94	44.0	1.058	45.99	43.5
Inside Maintenance												
July, 1942.....	\$.758	\$30.94	40.8	\$.963	\$39.47	41.0	\$.721	\$29.91	41.5	\$1.070 ^r	\$44.82 ^r	41.9
January, 1943.....	.781	31.28	40.0	.995	41.89	42.1	.753	31.25	41.5	1.107	48.10	43.4
Outside												
July, 1942.....	\$.633	\$25.25	39.9	\$.894	\$36.75	41.1	\$.697	\$27.30	39.2	\$1.064	\$43.86 ^r	41.2 ^r
January, 1943.....	.678	28.61	42.2	.933	40.57	43.5	.709	28.52	40.2	1.117	47.36	42.4

NOTE: This table revises and brings up to date figures published in *The Conference Board Management Record*, December, 1942, p. 403. ^rRevised.

1942, level. Since the number of hours worked in a week was increased even more—2.4 hours, or 5.8%—premium overtime payments were responsible for the higher earnings.

WEEKLY EARNINGS IN GAS AND ELECTRICITY INDUSTRIES COMPARED WITH RAILROAD AND MANUFACTURING INDUSTRIES

Source: THE CONFERENCE BOARD



The largest recorded increase in hourly earnings from July, 1942, to January, 1943, occurred in the South and amounted to 13.4%. Despite this large rise, earnings an hour in that region were still 14.8% lower than the country-wide average. In the East,

hourly earnings increased 5.2% in the six months' period as compared with rises of 3.5% in the Far West and 2.9% in the Middle West. They were more than 1.0% above the country-wide average. Working hours of gas employees increased more in the South than in any other region.

Weekly earnings showing the effect of both higher hourly earnings and longer working hours rose 11.1% from July, 1942, to January, 1943, in the country as a whole. This general increase in weekly earnings resulted from rises of 25.8% in the South, 10.0% in the East and Middle West, and 6.7% in the Far West. In both the East and South, weekly earnings were lower than the United States average. "Real" weekly earnings, or dollar earnings adjusted for changes in living costs, rose 6.9% from July to January, indicating that dollar weekly earnings advanced more rapidly than living costs in the six months' period.

ELECTRICITY

Workers engaged in the generation and distribution of electricity received \$1.034 for each hour's work in January, 1943, or 4.2% more than they had averaged in July, 1942. In this industry as in the gas industry, the increase largely reflected longer working hours. The average number of hours worked advanced from 41.4 a week in July to 42.9 in January, or 3.6%. Increases in hourly earnings in the geographical regions were as follows: 7.2% in the South, 4.4% in the East, 2.7% in the Far West, and 2.4% in the Middle West. The South was the only region in which

hourly earnings were lower than those for the country as a whole.

Weekly earnings of \$44.64 were averaged by workers in the country as a whole in January. This level exceeded that of July, 1942, by 8.4%. Weekly earnings rose in each of the regions as well. The largest rise, 12.2%, occurred in the South. In both the East and Middle West, weekly earnings were more than 7.0% higher in January, and in the Far West the January level was 3.5% above that of July, 1942. "Real" weekly earnings of workers in the electricity industry rose 4.2% in the six months.

As can be seen in the chart on page 275, weekly earnings of workers in the gas industry have increased more since 1923 than have those of electricity workers. While the weekly income of male workers in the twenty-five manufacturing industries has shown the greatest advance of any group in the 20-year period, the earnings of these workers have shown the greatest variation and have also declined more in depression years than those of workers in the gas and electricity industries or on Class I railroads.

E. B. DUNN
Division of Labor Statistics

Earnings and Hours in the Iron and Steel Industry Revised Series

THE REVISED averages shown in the accompanying tables are based upon data collected by The American Iron and Steel Institute and THE CONFERENCE BOARD. Averages of the institute are based upon reports from 173 companies engaged in the manufacture of finished rolled products. On the basis of these reports, estimates are made for all wage earners in about 208 companies. The averages for these companies are broken down by skill on the basis of a smaller sample of companies which furnish THE CONFERENCE BOARD with data applicable to common and unskilled and semi-skilled and skilled workers. Because the number of women workers reported is negligible, averages for them are not shown.

Since the published averages are based upon a sample of the companies in the industry, levels of employment are adjusted to those of the 1939 Census of Manufactures to take into consideration the closing of plants and the opening of new plants. As a result of the adjustment in employment, indexes of man hours and payrolls were also revised.

Both hourly and weekly earnings in the iron and steel industry were at new peak levels in April, 1943. Hourly earnings of \$1.112 were 10.8% higher than a year before and 28.4% above the January, 1941, level. The increase in the year-period resulted largely from increased working hours and the accrued overtime bonus payments for the overtime worked. In April of last year, when hourly earnings averaged \$1.004, only 39.7 hours of work were averaged in one week. In both March and April, 1943, however, the average work week consisted of 42.5 hours. In fact, in February of this year more than 40 hours of work were av-

eraged in one week for the first time since April, 1937. Average weekly earnings, which stood at \$47.22 in April, have risen 0.8% in the month-period, 18.5% since April, 1942, and 39.0% since January, 1941. "Real" weekly earnings, or dollar weekly income related to the prices of services and commodities it will purchase, were higher in April than ever before. The index of 133.1 (1923=100) in April was 10.9% higher than in April of last year and 15.4% above the January, 1941, level, despite rising living costs. The highest level ever reached before the outbreak of the current world conflict had been 117.5 in April, 1937.

Employment declined 0.7% in April, 1943, and was lower than during any other month since March, 1941. Although employment losses since April of last year amounted to 4.9%, since January, 1941, a gain of 3.2% was recorded. With hours a week remaining the same in April as in March, total man hours worked also declined 0.7% in the month. However, in the year since April, 1942, total man hours have advanced 1.8%, with the increase in working hours more than offsetting the effect of the reduction in employment. Since January, 1941, total man hours have risen 11.9%.

Total payrolls, which are affected by changes in hourly earnings as well as those in employment and hours worked, have in every month since August, 1942, exceeded all previous high points. The April level of 175.5 (1923=100) was 12.6% above that during April of last year and 43.5% greater than during January, 1941.

E. B. D.

TABLE 1: EARNINGS, HOURS, EMPLOYMENT, MAN HOURS AND PAYROLLS IN THE IRON AND STEEL INDUSTRY
Source: THE CONFERENCE BOARD

Index Numbers, 1923=100

Year and Month	Hourly Earnings		Weekly Earnings		Hours per Week per Earner		Employment		Total Man Hours		Payrolls	
	Actual	Real	Actual	Real	Actual	Real	Actual	Real	Actual	Real	Actual	Real
1935												
January.....	109.9	135.3	64.3	79.2	58.2	79.2	83.6	43.7	53.8	60.1	77.5	55.5
February.....	110.4	135.0	68.4	83.6	61.7	83.6	86.6	58.4	59.2	55.6	71.3	50.9
March.....	110.2	134.9	65.1	79.7	58.8	79.7	87.8	51.6	57.2	56.7	72.2	51.3
April.....	110.6	134.4	65.9	80.1	59.3	80.1	87.7	52.0	57.8	58.1	75.7	51.3
May.....	109.9	134.0	64.9	79.1	58.8	79.1	87.1	51.2	56.5	58.7	71.4	49.3
June.....	109.2	133.3	59.7	72.9	54.4	72.9	86.1	46.8	51.4	62.7	83.3	58.3
July.....	108.6	132.8	59.6	72.9	54.6	72.9	86.0	47.0	51.3	60.7	89.1	58.3
August.....	109.7	133.9	66.9	81.7	60.7	81.7	87.9	53.4	58.8	101.2	105.8	74.2
September.....	109.7	133.1	65.0	78.9	58.9	78.9	89.1	52.5	57.9	112.6	118.7	79.7
October.....	109.9	133.1	70.4	85.2	63.8	85.2	90.9	64.0	63.0	116.3	126.9	89.1
November.....	110.6	133.3	68.8	82.9	61.9	82.9	91.5	56.6	63.4	104.4	116.9	88.7
December.....	110.2	132.1	67.2	80.6	60.7	80.6	94.3	57.2	63.0	100.6	110.6	85.0
Annual average.....	109.9	133.7	65.5	79.7	59.3	79.7	88.2	52.3	57.8	106.9	115.0	73.9
1936												
January.....	109.6	131.6	70.6	84.8	64.1	84.8	94.7	60.7	66.9	97.6	104.0	83.7
February.....	109.2	131.6	70.0	84.3	63.8	84.3	94.4	60.2	66.1	96.1	103.5	83.1
March.....	110.1	133.1	71.3	86.2	64.5	86.2	95.4	61.5	68.0	96.1	102.8	84.0
April.....	110.6	133.6	78.8	95.2	70.9	95.2	100.2	71.0	79.0	104.1	104.3	84.6
May.....	110.6	133.4	78.0	94.1	70.2	94.1	102.8	72.2	80.2	105.4	106.4	83.2
June.....	112.2	133.7	79.8	95.1	70.7	95.1	104.0	73.5	83.0	106.4	106.4	83.2
July.....	112.9	134.1	76.7	91.1	67.6	91.1	107.6	72.7	82.5	106.8	106.8	83.2
August.....	112.1	132.0	77.5	91.3	68.8	91.3	109.0	75.0	84.5	106.8	106.8	83.2
September.....	111.2	130.2	78.5	91.9	70.2	91.9	109.8	77.1	86.2	106.8	106.8	83.2
October.....	111.2	130.5	82.3	96.6	73.7	96.6	110.8	81.7	91.2	106.8	106.8	83.2
November.....	116.6	137.0	82.7	97.2	70.5	97.2	110.1	77.6	91.1	106.8	106.8	83.2
December.....	122.1	143.3	88.3	103.6	71.9	103.6	111.7	80.3	98.6	106.8	106.8	83.2
Annual average.....	112.4	133.7	77.9	92.6	69.0	92.6	104.2	71.9	81.2	106.8	106.8	83.2
1937												
January.....	120.8	140.8	85.2	99.3	70.2	99.3	114.1	80.1	97.2	106.8	106.8	83.2
February.....	121.1	140.5	89.7	104.1	73.7	104.1	115.8	85.3	103.9	106.8	106.8	83.2
March.....	132.2	151.8	97.9	112.4	73.7	112.4	119.9	88.4	117.4	106.8	106.8	83.2
April.....	142.6	163.3	102.6	117.5	71.6	117.5	122.1	82.1	125.3	106.8	106.8	83.2
May.....	144.3	164.4	97.0	110.5	66.9	110.5	122.9	82.2	119.2	106.8	106.8	83.2
June.....	146.0	166.1	99.6	113.3	67.9	113.3	114.2	77.5	113.7	106.8	106.8	83.2
July.....	144.6	163.9	94.0	106.6	64.6	106.6	122.8	79.3	115.4	106.8	106.8	83.2
August.....	143.3	161.7	94.6	106.8	65.7	106.8	124.8	82.0	118.1	106.8	106.8	83.2
September.....	140.4	157.4	90.0	100.9	63.8	100.9	124.6	79.5	112.1	106.8	106.8	83.2
October.....	138.4	155.2	76.9	86.2	55.3	86.2	121.1	67.0	93.1	106.8	106.8	83.2
November.....	136.7	154.5	65.7	74.2	47.8	74.2	113.1	54.1	74.3	106.8	106.8	83.2
December.....	137.1	155.8	55.9	63.5	40.6	63.5	103.5	42.0	57.9	106.8	106.8	83.2
Annual average.....	137.2	156.3	87.4	99.5	63.4	99.5	118.2	74.9	103.3	106.8	106.8	83.2
1938												
January.....	135.1	155.5	59.9	62.0	39.7	62.0	96.1	38.2	51.8	106.8	106.8	83.2
February.....	136.4	158.4	59.1	68.6	43.2	68.6	93.0	40.2	56.0	106.8	106.8	83.2
March.....	137.2	159.3	63.8	74.1	46.3	74.1	91.8	42.5	58.6	106.8	106.8	83.2
April.....	138.6	160.8	61.8	71.7	44.4	71.7	89.5	39.7	55.3	106.8	106.8	83.2
May.....	140.3	163.7	59.6	69.5	42.3	69.5	87.5	37.0	52.2	106.8	106.8	83.2
June.....	141.8	165.5	63.2	73.7	44.4	73.7	85.1	37.8	53.8	106.8	106.8	83.2
July.....	142.9	166.0	60.2	70.2	42.1	70.2	85.1	35.8	51.2	106.8	106.8	83.2
August.....	139.6	163.7	71.5	83.8	51.0	83.8	85.8	43.8	61.9	106.8	106.8	83.2
September.....	139.3	162.9	72.8	85.1	52.0	85.1	86.8	45.1	63.2	106.8	106.8	83.2
October.....	139.6	163.8	75.9	89.1	54.1	89.1	88.0	47.6	66.8	106.8	106.8	83.2
November.....	140.1	165.0	83.5	98.4	59.3	98.4	91.3	54.1	71.2	106.8	106.8	83.2
December.....	140.1	164.6	78.1	91.8	55.5	91.8	91.1	50.6	76.1	106.8	106.8	83.2
Annual average.....	139.3	162.5	66.9	78.1	47.8	78.1	89.3	42.7	59.7	106.8	106.8	83.2
1939												
January.....	138.6	163.6	77.2	91.1	55.5	91.1	91.3	50.7	70.5	106.8	106.8	83.2
February.....	138.8	164.5	80.9	95.9	58.1	95.9	91.8	53.3	74.3	106.8	106.8	83.2

Notes: This table revises and brings up to date figures published in "Wages, Hours and Employment in the United States, 1914-1938," Table 19, pp. 112-116; Supplement to Conference Board Service Letter, June, 1938, Table 4 p. 11 and Tables 7-9, pp. 10-21; and The Conference Board Economic Record, March 28, 1940, Table 4, p. 120 and Tables 8-10, pp. 139-141.

TABLE 2: EARNINGS AND HOURS IN THE IRON AND STEEL INDUSTRY, 1939-1943
ALL MALE WAGE EARNERS AND BY SKILL

Source: THE CONFERENCE BOARD

Year and Month	All Wage Earners				Unskilled			Skilled and Semi-Skilled		
	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Nominal Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner
1939 January.....	\$. 826	\$26.43	32.0	40.2	\$. 624	\$20.40	32.7	\$. 862	\$27.50	31.9
February.....	.827	27.70	33.5	40.2	.632	22.44	35.5	.861	28.59	33.2
March.....	.828	28.73	34.7	40.2	.633	22.03	34.8	.862	29.91	34.7
April.....	.829	26.61	32.1	40.2	.631	20.57	32.6	.864	27.65	32.0
May.....	.835	27.30	32.7	40.2	.642	21.89	34.1	.869	28.16	32.4
June.....	.848	28.41	33.5	40.2	.643	21.80	33.9	.884	29.53	33.4
July.....	.859	26.63	31.0	40.2	.654	20.86	31.9	.895	27.57	30.8
August.....	.847	30.66	36.2	40.2	.639	23.20	36.3	.884	32.00	36.2
September.....	.847	29.65	35.0	40.2	.641	22.24	34.7	.883	30.99	35.1
October.....	.846	32.15	38.0	40.2	.638	23.67	37.1	.883	33.64	38.1
November.....	.847	33.46	39.5	40.1	.647	24.78	38.3	.882	35.02	39.7
December.....	.850	31.37	36.9	40.1	.645	23.35	36.2	.886	32.78	37.0
Annual average..	\$. 841	\$29.09	34.6	40.2	\$. 639	\$22.27	34.8	\$. 876	\$30.28	34.5
1940 January.....	\$. 835	\$30.93	37.1	40.1	\$. 641	\$23.13	36.1	\$. 875	\$32.62	37.3
February.....	.834	28.42	34.1	40.3	.645	21.07	32.7	.869	29.89	34.4
March.....	.836	26.97	32.3	40.3	.647	20.68	32.0	.872	28.19	32.3
April.....	.836	27.97	33.4	40.3	.648	21.37	33.0	.873	29.23	33.5
May.....	.851	30.36	35.7	40.2	.655	22.77	34.8	.889	31.92	35.9
June.....	.859	30.82	35.9	40.2	.662	22.95	34.7	.900	32.51	36.1
July.....	.856	31.20	36.5	40.2	.660	23.48	35.6	.897	32.90	36.7
August.....	.851	31.20	36.7	40.2	.660	23.89	36.2	.894	32.84	36.7
September.....	.854	31.16	36.5	40.2	.659	23.51	35.7	.898	32.91	36.7
October.....	.856	33.69	39.4	40.2	.661	25.11	38.0	.899	35.67	39.7
November.....	.862	32.94	38.2	40.2	.662	24.59	37.2	.906	34.83	38.5
December.....	.865	32.57	37.6	40.2	.665	24.54	36.9	.910	34.39	37.8
Annual average..	\$. 850	\$30.69	36.1	40.2	\$. 655	\$23.09	35.2	\$. 890	\$32.33	36.3
1941 January.....	\$. 866	\$33.96	39.2	40.2	\$. 662	\$25.47	38.5	\$. 914	\$36.00	39.4
February.....	.869	34.21	39.4	40.2	.664	25.50	38.4	.917	36.32	39.6
March.....	.877	33.79	38.5	40.2	.670	25.20	37.6	.926	35.89	38.8
April.....	.974	38.33	39.4	40.2	.749	28.96	38.7	1.027	40.64	39.5
May.....	.981	38.96	39.7	41.0	.765	29.40	38.4	1.032	41.31	40.0
June.....	.992	37.91	38.2	41.0	.772	29.01	37.6	1.044	40.06	38.4
July.....	.991	37.52	37.8	40.8	.770	28.48	37.0	1.042	39.65	38.0
August.....	.985	36.60	37.2	40.8	.763	27.89	36.5	1.036	38.64	37.3
September.....	.982	37.09	37.8	41.1	.758	27.94	36.8	1.030	39.11	38.0
October.....	.983	39.32	40.0	41.1	.761	29.83	39.2	1.030	41.38	40.2
November.....	.990	37.21	37.6	41.1	.761	28.22	37.1	1.036	39.08	37.7
December.....	.999	38.19	38.2	41.1	.769	28.14	36.6	1.044	40.29	38.6
Annual average..	\$. 957	\$36.92	38.6	40.7	\$. 739	\$27.84	37.7	\$1.007	\$39.03	38.8
1942 January.....	\$. 992	\$38.85	39.2	41.3	\$. 766	\$28.45	37.1	\$1.035	\$40.99	39.6
February.....	.995	38.82	39.0	41.3	.771	29.15	37.8	1.040	40.80	39.2
March.....	1.001	38.16	38.1	41.4	.768	28.57	37.2	1.048	40.12	38.3
April.....	1.004	39.86	39.7	41.2	.767	28.89	37.7	1.051	42.18	40.1
May.....	1.011	38.13	37.7	41.1	.774	28.35	36.6	1.060	40.20	37.9
June.....	1.020	39.45	38.7	41.1	.782	29.11	37.2	1.068	41.66	39.0
July.....	1.027	39.40	38.4	41.1	.790	29.36	37.2	1.075	41.51	38.6
August.....	1.041	39.14	37.6	41.1	.788	28.86	36.6	1.092	41.29	37.8
September.....	1.086	43.18	39.8	41.2	.816	31.18	38.2	1.139	45.64	40.1
October.....	1.077	42.92	39.9	41.2	.827	32.01	38.7	1.126	45.15	40.1
November.....	1.093	43.11	39.4	41.2	.848	32.72	38.6	1.140	45.16	39.6
December.....	1.094	43.92	40.2	41.3	.847	32.16	38.0	1.141	46.33	40.6
Annual average..	\$1.037	\$40.41	39.0	41.2	\$. 795	\$29.90	37.6	\$1.085	\$42.59	39.2
1943 January.....	\$1.107	\$44.03	39.8	41.5	\$. 854	\$32.59	38.2	\$1.154	\$46.31	40.1
February.....	1.105	45.94	41.6	41.7	.850	33.55	39.5	1.153	48.42	42.0
March.....	1.103	46.83	42.5	42.1	.852	34.57	40.6	1.151	49.30	42.8
April.....	1.112	47.22	42.5	42.2	.855	34.55	40.4	1.162	49.84	42.9

This table revises and brings up to date figures published in "Wages, Hours and Employment in the United States, 1914-1938," Table 19, pp. 112-115; and Supplement to Conference Board Service Letter, June, 1938, Table 4, p. 11; and The Conference Board Economic Record, March 28, 1940, Table 4, p. 126.

Cost of Living, United States and 70 Cities, May

THE cost of living of wage earners' families during May, 1943, rose 0.2% over the April level. Food prices increased only 0.3% as compared with 2.3% in April. Other changes in the main components of the budget were rises of 0.2% in the "sundries" group and of 0.1% in the fuel and light group. Clothing costs declined 0.1%, owing to reductions in the prices of women's rayon stockings (under maximum price schedule 330), while housing and electricity and gas costs remained at the level of the previous month.

THE CONFERENCE BOARD's index of living costs on a wartime basis advanced in May to 104.2 (1923=100), or 7.1% above those of a year ago and 21.2% more than in January, 1941. The purchasing value of the 1923 dollar, which amounted to 96.2 cents in April, declined to 96.0 cents in May.

Living costs in most of the sixty-two cities

surveyed monthly by THE CONFERENCE BOARD showed smaller increases between April and May than between March and April. In forty-six cities advances ranging from 0.1% in Baltimore and Roanoke to 3.1% in Youngstown were recorded, while in thirteen other cities declines varied from 0.1% in New Haven, Rockford and Sacramento to 2.5% in New Orleans. No change occurred during the month in three other cities—Lansing, Portland (Oregon), and Syracuse. The cost of living in May, 1943, when compared with that in May, 1942, showed rises in all cities for which such figures are available.

Revised indexes for Erie, Fall River, Front Royal, Lansing, Macon and Meadville appear in this issue on pages 286-288.

H. S. HILL

Division of Labor Statistics

CHANGES IN THE COST OF LIVING ON A WARTIME BUDGET, MAY, 1943

Item	Index Numbers, 1923=100			Percentage Changes	
	May, 1943	April, 1943	May, 1942	April, 1943 to May, 1943	May, 1942 to May, 1943
Food ¹	115.8	115.4	99.0	+0.3	+17.0
Housing.....	90.8	90.8	91.1	0	-0.3
Clothing.....	88.5	88.6	88.6	-0.1	-0.1
Men's.....	98.2	98.1	98.0	+0.1	+0.2
Women's.....	78.7	79.0	79.1	-0.4	-0.5
Fuel and light ²	92.6	92.5	90.0	+0.1	+2.9
Electricity.....	67.3	67.3	67.6	0	-0.4
Gas.....	94.9	94.9	94.7	0	+0.2
Sundries.....	106.7	106.5	104.3	+0.2	+2.3
Weighted average of all items.....	104.2	104.0	97.3	+0.2	+7.1
Purchasing value of dollar.....	96.0	96.2	102.8	-0.2	-6.6

¹Based on THE CONFERENCE BOARD's indexes of food prices, May 15, 1942, April 15, 1943, and May 15, 1943.

²Includes fuel as well as electricity and gas.

COST OF LIVING ON WARTIME BUDGETS IN THE UNITED STATES, AND PURCHASING VALUE OF THE DOLLAR

Index Numbers, 1923=100

Date	Weighted Average of All Items	Food	Housing	Clothing			Fuel and Light			Sundries	Purchasing Value of Dollar
				Total	Men's	Women's	Total ¹	Electricity	Gas		
1942 May.....	97.3	99.0	91.1	88.6	98.0	79.1	90.0	67.6	94.7	104.3	102.8
June.....	97.4	99.5	91.0	88.1	97.8	78.3	90.2	67.6	94.7	104.3	102.7
July.....	97.8	100.1	90.8	88.0	97.6	78.4	90.5	67.5	94.8	104.7	102.2
August.....	98.1	101.1	90.8	88.2	97.7	78.6	89.5	67.5	94.8	104.8	101.9
September.....	98.8	102.8	90.8	88.4	97.8	78.9	90.5	67.5	94.8	104.6	101.2
October.....	99.8	105.3	90.8	88.5	97.9	79.0	90.5	67.5	94.8	105.3	100.2
November.....	100.5	106.4	90.8	88.6	98.1	79.0	90.6	67.5	94.8	106.2	99.5
December.....	101.1	108.2	90.8	88.6	98.1	79.0	90.6	67.5	94.8	106.2	98.9
Annual average..	97.8	100.8	90.8	87.3	96.8	77.8	90.3	67.6	94.8	104.5	102.3
1943 January.....	101.5	108.8	90.8	88.6	98.1	79.0	92.1	67.3	94.9	106.4	98.5
February.....	101.9	110.0	90.8	88.6	98.1	79.0	92.3	67.3	94.9	106.5	98.1
March.....	103.0	112.8	90.8	88.6	98.1	79.0	92.4	67.3	94.9	106.5	97.1
April.....	104.0	115.4	90.8	88.6	98.1	79.0	92.5	67.3	94.9	106.5	96.2
May.....	104.2	115.8	90.8	88.5	98.2	78.7	92.6	67.3	94.9	106.7	96.0

¹Includes fuel as well as electricity and gas.

COST OF LIVING ON WARTIME BUDGETS IN APRIL AND MAY, 1943, FOR WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 62 CITIES

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	May 1943	April 1943	May 1942	April 1943 to May 1943	May 1942 to May 1943		May 1943	April 1943	May 1942	April 1943 to May 1943	May 1942 to May 1943
Akron						Chattanooga					
Food.....	157.4	155.5	136.6	+1.2	+15.2	Food.....	156.8	155.4	131.8	+0.9	+19.0
Housing.....	113.7	113.7	123.0	0	-7.6	Housing.....	103.1	103.1	103.7	0	-0.6
Clothing.....	121.4	121.4	121.1	0	+0.2	Clothing.....	118.2	118.4	118.1	-0.2	+0.1
Fuel and light.....	112.5	112.5	109.1	0	+3.1	Fuel and light.....	90.9	90.9	86.8	0	+4.7
Housefurnishings.....	118.4	118.4	118.1	0	+0.3	Housefurnishings.....	121.5	121.5	121.7	0	-0.2
Sundries.....	109.7	109.8	108.2	-0.1	+1.4	Sundries.....	107.5	107.4	106.4	+0.1	+1.0
Weighted Total.....	126.5	125.9	120.9	+0.5	+4.6	Weighted Total.....	123.0	122.5	114.4	+0.4	+7.5
Atlanta						Chicago					
Food.....	149.9	151.2	127.0	-0.9	+18.0	Food.....	143.5	142.9	122.8	+0.4	+16.9
Housing.....	99.2	99.2	99.2	0	0	Housing.....	105.5	105.5	104.6	0	+0.9
Clothing.....	123.2	123.7	123.4	-0.4	-0.2	Clothing.....	122.5	122.5	122.4	0	+0.1
Fuel and light.....	110.7	110.7	105.4	0	+5.0	Fuel and light.....	100.4	100.4	98.7	0	+1.7
Housefurnishings.....	117.1	117.1	117.7	0	-0.5	Housefurnishings.....	124.7	124.7	125.6	0	-0.7
Sundries.....	111.7	112.1	108.2	-0.4	+3.2	Sundries.....	105.9	105.9	103.8	0	+2.0
Weighted Total.....	122.6	123.2	114.2	-0.5	+7.4	Weighted Total.....	120.0	119.8	112.3	+0.2	+6.9
Baltimore						Cincinnati					
Food.....	160.8	160.6	129.7	+0.1	+24.0	Food.....	144.2	146.8	131.9	-1.8	+9.3
Housing.....	103.2	103.2	113.3	0	-8.9	Housing.....	100.9	100.9	101.5	0	-0.6
Clothing.....	120.3	120.5	120.2	-0.2	+0.1	Clothing.....	128.0	128.7	124.6	-0.5	+2.7
Fuel and light.....	105.0	105.0	102.7	0	+2.2	Fuel and light.....	103.6	103.6	102.7	0	+0.9
Housefurnishings.....	130.6	130.6	129.3	0	+1.0	Housefurnishings.....	124.1	124.1	124.4	0	-0.2
Sundries.....	110.3	110.3	109.5	0	+0.7	Sundries.....	107.9	107.8	106.3	+0.1	+1.5
Weighted Total.....	128.2	128.1	118.7	+0.1	+8.0	Weighted Total.....	121.9	122.8	116.9	-0.7	+4.3
Birmingham						Cleveland					
Food.....	154.7	159.2	135.4	-2.8	+14.3	Food.....	145.6	142.7	126.4	+2.0	+15.2
Housing.....	105.7	105.7	116.3	0	-9.1	Housing.....	109.7	109.7	111.9	0	-2.0
Clothing.....	124.2	124.7	125.6	-0.4	-1.1	Clothing.....	126.9	126.9	127.5	0	-0.5
Fuel and light.....	99.5	99.5	97.2	0	+2.4	Fuel and light.....	102.5	102.5	101.5	0	+1.0
Housefurnishings.....	117.8	117.8	118.2	0	-0.3	Housefurnishings.....	118.2	118.2	118.7	0	-0.4
Sundries.....	110.7	110.7	109.2	0	+1.4	Sundries.....	114.4	114.4	109.4	0	+4.6
Weighted Total.....	123.6	125.0	119.6	-1.1	+3.3	Weighted Total.....	123.8	122.8	116.9	+0.8	+5.9
Boston						Dallas					
Food.....	145.2	143.2	123.6	+1.4	+17.5	Food.....	150.2	151.5	127.5	-0.9	+17.8
Housing.....	103.6	103.6	103.8	0	-0.2	Housing.....	105.6	105.6	104.2	0	+1.3
Clothing.....	125.1	125.1	126.4	0	-1.0	Clothing.....	122.6	122.8	123.0	-0.2	-0.3
Fuel and light.....	120.8	120.8	114.0	0	+6.0	Fuel and light.....	93.3	93.3	93.3	0	0
Housefurnishings.....	122.5	122.5	122.4	0	+0.1	Housefurnishings.....	127.9	127.9	125.5	0	+1.9
Sundries.....	111.8	111.8	109.3	0	+2.3	Sundries.....	110.4	110.2	108.9	+0.2	+1.4
Weighted Total.....	124.5	123.8	115.8	+0.6	+7.5	Weighted Total.....	122.3	122.7	114.9	-0.3	+6.4
Bridgeport						Dayton					
Food.....	147.3	149.2	126.5	-1.3	+16.4	Food.....	153.5	149.6	128.9	+2.6	+19.1
Housing.....	106.5	106.5	110.1	0	-3.3	Housing.....	105.1	105.1	113.5	0	-7.4
Clothing.....	124.5	124.9	121.1	-0.3	+2.8	Clothing.....	121.5	121.5	121.5	0	0
Fuel and light.....	115.7	115.5	107.9	+0.2	+7.2	Fuel and light.....	103.9	103.9	101.8	0	+2.1
Housefurnishings.....	126.4	126.4	126.2	0	+0.2	Housefurnishings.....	127.5	127.5	127.9	0	-0.3
Sundries.....	115.2	115.3	113.4	-0.1	+1.6	Sundries.....	107.2	107.2	106.4	0	+0.8
Weighted Total.....	125.5	126.2	117.7	-0.6	+6.6	Weighted Total.....	123.9	122.6	117.2	+1.1	+5.7
Buffalo						Denver					
Food.....	153.0	150.1	129.7	+1.9	+18.0	Food.....	152.3	147.7	128.4	+3.1	+18.6
Housing.....	114.7	114.7	115.3	0	-0.5	Housing.....	105.6	105.6	104.0	0	+1.5
Clothing.....	118.0	118.0	119.1	0	-0.9	Clothing.....	121.6	121.6	122.6	0	-0.8
Fuel and light.....	106.2	106.2	102.8	0	+3.3	Fuel and light.....	97.6	97.5	96.4	+0.1	+1.2
Housefurnishings.....	126.1	126.1	123.9	0	+1.8	Housefurnishings.....	122.4	122.4	122.5	0	-0.1
Sundries.....	109.2	109.2	106.6	0	+2.4	Sundries.....	110.1	110.1	108.7	0	+1.3
Weighted Total.....	125.6	124.7	117.3	+0.7	+7.1	Weighted Total.....	123.6	122.1	115.2	+1.2	+7.3

**COST OF LIVING ON WARTIME BUDGETS IN APRIL AND MAY, 1943, FOR WAGE EARNERS AND
LOWER-SALARIED CLERICAL WORKERS IN 62 CITIES—Continued**

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

City	Index Numbers Jan., 1939=100			Percentage Changes		City	Index Numbers Jan., 1939=100			Percentage Changes	
	May 1943	April 1943	May 1942	April 1943 to May 1943	May 1942 to May 1943		May 1943	April 1943	May 1942	April 1943 to May 1943	May 1942 to May 1943
Des Moines						Houston					
Food.....	155.5	153.7	131.9	+1.2	+17.9	Food.....	142.7	141.8	127.0	+0.6	+12.4
Housing.....	105.3	105.3	105.5	0	-0.2	Housing.....	105.7	105.7	105.6	0	+0.1
Clothing.....	126.1	126.9	125.9	-0.6	+0.2	Clothing.....	124.2	124.2	125.9	0	-1.4
Fuel and light.....	110.1	110.1	108.5	0	+1.5	Fuel and light.....	90.2	90.2	90.2	0	0
Housefurnishings.....	123.8	123.8	123.3	0	+0.4	Housefurnishings.....	114.7	114.7	115.6	0	-0.8
Sundries.....	110.9	110.9	109.4	0	+1.4	Sundries.....	109.2	109.2	108.1	0	+1.0
Weighted Total.....	124.5	124.1	117.0	+0.3	+6.4	Weighted Total.....	119.3	119.0	114.4	+0.3	+4.3
Detroit						Huntington, W. Va.					
Food.....	146.8	144.2	124.6	+1.8	+17.8	Food.....	152.9	150.2	130.1	+1.8	+17.5
Housing.....	107.0	107.0	107.5	0	-0.5	Housing.....	111.7	111.7	112.3	0	-0.5
Clothing.....	117.5	117.9	116.9	-0.3	+0.5	Clothing.....	118.3	118.3	119.3	0	-0.8
Fuel and light.....	113.9	113.9	108.6	0	+4.9	Fuel and light.....	100.0	100.0	100.0	0	0
Housefurnishings.....	133.1	133.1	133.0	0	+0.1	Housefurnishings.....	123.9	123.9	122.9	0	+0.8
Sundries.....	103.6	103.5	101.8	+0.1	+1.8	Sundries.....	110.9	111.0	110.6	-0.1	+0.3
Weighted Total.....	121.3	120.5	113.4	+0.7	+7.0	Weighted Total.....	125.4	124.6	118.1	+0.6	+6.2
Duluth						Indianapolis					
Food.....	148.1	143.5	128.9	+3.2	+14.9	Food.....	151.1	149.3	131.2	+1.2	+15.2
Housing.....	100.1	100.1	100.5	0	-0.4	Housing.....	107.9	107.9	109.6	0	-1.6
Clothing.....	124.5	124.6	123.7	-0.1	+0.6	Clothing.....	120.0	119.9	120.2	+0.1	-0.2
Fuel and light.....	105.4	100.0	98.3	+5.4	+7.2	Fuel and light.....	106.2	106.2	102.8	0	+3.3
Housefurnishings.....	129.7	129.7	128.4	0	+1.0	Housefurnishings.....	124.7	124.7	125.0	0	-0.2
Sundries.....	110.7	110.6	108.8	+0.1	+1.7	Sundries.....	112.0	112.0	110.7	0	+1.2
Weighted Total.....	123.2	120.9	115.4	+1.9	+6.8	Weighted Total.....	124.3	123.7	117.8	+0.5	+5.5
Erie, Pa.						Kansas City, Mo.					
Food.....	149.3	151.5	127.8	-1.5	+16.8	Food.....	141.1	140.4	125.0	+0.5	+12.9
Housing.....	109.9	109.9	109.8	0	+0.1	Housing.....	105.2	105.2	105.2	0	0
Clothing.....	133.7	133.7	134.3	0	-0.4	Clothing.....	121.7	121.7	121.1	0	+0.5
Fuel and light.....	110.8	110.8	107.3	0	+3.3	Fuel and light.....	108.8	108.8	106.4	0	+2.3
Housefurnishings.....	129.8	129.8	129.9	0	-0.1	Housefurnishings.....	120.9	120.9	121.3	0	-0.3
Sundries.....	113.2	113.2	109.1	0	+3.8	Sundries.....	113.5	113.5	110.3	0	+2.9
Weighted Total.....	126.8	127.5	118.3	-0.5	+7.2	Weighted Total.....	121.2	120.9	115.0	+0.2	+5.4
Fall River						Lansing					
Food.....	151.4	145.9 _r	129.6 _r	+3.8	+16.8	Food.....	167.1	167.0	143.9	+0.1	+16.1
Housing.....	104.3	104.3	104.3	0	0	Housing.....	98.0	98.0	98.0	0	0
Clothing.....	118.8	118.8	120.3	0	-1.2	Clothing.....	123.8	124.1	124.9	-0.2	-0.9
Fuel and light.....	115.6	115.6 _r	107.2 _r	0	+7.8	Fuel and light.....	101.6	101.6 _r	98.7 _r	0	+2.9
Housefurnishings.....	114.3	114.3	115.3	0	-0.9	Housefurnishings.....	129.6	129.5	132.0	+0.1	-1.8
Sundries.....	116.1	116.0 _r	114.6 _r	+0.1	+1.3	Sundries.....	117.7	117.7 _r	114.7 _r	0	+2.6
Weighted Total.....	126.4	124.5 _r	117.8 _r	+1.5	+7.3	Weighted Total.....	127.9	127.9 _r	120.2 _r	0	+6.4
Front Royal, Va.						Los Angeles					
Food.....	170.1	168.7 _r	140.1 _r	+0.8	+21.4	Food.....	153.2	156.2	128.8	-1.9	+18.9
Housing.....	103.6	103.6 _r	97.3 _r	0	+6.5	Housing.....	104.6	104.6	104.7	0	-0.1
Clothing.....	127.9	127.9	122.2	0	+4.7	Clothing.....	118.5	119.0	116.6	-0.4	+1.6
Fuel and light.....	103.9	103.9	103.5	0	+0.4	Fuel and light.....	96.2	96.2	96.2	0	0
Housefurnishings.....	127.1	127.1	126.5	0	+0.5	Housefurnishings.....	123.8	123.8	123.9	0	-0.1
Sundries.....	110.8	110.8 _r	106.9 _r	0	+3.6	Sundries.....	110.0	107.1	104.1	+2.7	+5.7
Weighted Total.....	127.0	126.5 _r	115.6 _r	+0.4	+9.9	Weighted Total.....	123.1	123.4	113.6	-0.2	+8.4
Grand Rapids						Louisville					
Food.....	158.8	154.9	132.6	+2.5	+19.8	Food.....	150.3	148.2	130.3	+1.4	+15.3
Housing.....	106.5	106.5	106.6	0	-0.1	Housing.....	103.9	103.9	104.9	0	-1.0
Clothing.....	122.5	121.8	121.6	+0.6	+0.7	Clothing.....	119.6	120.1	121.7	-0.4	-1.7
Fuel and light.....	109.0	109.0	105.4	0	+3.4	Fuel and light.....	110.4	110.4	107.9	0	+2.3
Housefurnishings.....	132.7	132.7	132.1	0	+0.5	Housefurnishings.....	127.7	127.7	127.5	0	+0.2
Sundries.....	116.0	116.0	113.4	0	+2.3	Sundries.....	107.8	107.8	106.9	0	+0.8
Weighted Total.....	128.4	127.1	119.1	+1.0	+7.8	Weighted Total.....	124.2	123.5	117.3	+0.6	+5.9

**COST OF LIVING ON WARTIME BUDGETS IN APRIL AND MAY, 1943, FOR WAGE EARNERS AND
LOWER-SALARIED CLERICAL WORKERS IN 62 CITIES—Continued**

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	May 1943	April 1943	May 1942	April 1943 to May 1943	May 1942 to May 1943		May 1943	April 1943	May 1942	April 1943 to May 1943	May 1942 to May 1943
Lynn						Muskegon					
Food.....	147.7	146.7	124.5	+0.7	+18.6	Food.....	171.1	165.5	142.3	+3.4	+20.2
Housing.....	104.5	104.5	104.1	0	+0.4	Housing.....	115.2	115.2	115.4	0	-0.2
Clothing.....	123.2	123.9	124.4	-0.6	-1.0	Clothing.....	122.7	122.8	120.2	-0.1	+2.1
Fuel and light.....	116.1	116.1	112.3	0	+3.4	Fuel and light.....	112.5	112.5	110.7	0	+1.6
Housefurnishings.....	125.6	125.6	126.1	0	-0.4	Housefurnishings.....	118.8	118.8	118.7	0	+0.1
Sundries.....	111.0	111.0	107.9	0	+2.9	Sundries.....	109.7	109.7	108.8	0	+0.8
Weighted Total....	125.1	124.8	115.8	+0.2	+8.0	Weighted Total....	130.4	128.7	121.2	+1.3	+7.6
Macon						Newark					
Food.....	154.8	153.2 _r	133.7 _r	+1.0	+15.8	Food.....	149.2	145.0	121.9	+2.9	+22.4
Housing.....	115.9	115.9	121.7	0	-4.8	Housing.....	101.4	101.4	101.4	0	0
Clothing.....	117.2	116.8	116.9	+9.3	+0.3	Clothing.....	119.8	120.3	122.5	-0.4	-2.2
Fuel and light.....	100.5	100.5 _r	104.5 _r	0	-3.8	Fuel and light.....	104.8	104.8	101.8	0	+3.5
Housefurnishings.....	129.1	129.3	129.5	-0.2	-0.3	Housefurnishings.....	129.4	129.4	130.0	0	-0.5
Sundries.....	115.3	115.6 _r	107.5 _r	-0.3	+7.3	Sundries.....	105.8	105.8	104.5	0	+1.2
Weighted Total....	127.5	127.0 _r	118.8	+0.4	+7.3	Weighted Total....	121.5	120.1	112.0	+1.2	+8.5
Manchester, N. H.						New Haven					
Food.....	153.8	148.5	130.0	+3.6	+18.3	Food.....	143.9	144.0	123.7	-0.1	+16.3
Housing.....	102.9	102.9	103.0	0	-0.1	Housing.....	105.3	105.3	105.6	0	-0.3
Clothing.....	119.1	119.3	118.7	-0.2	+0.3	Clothing.....	119.3	120.1	120.5	-0.7	-1.0
Fuel and light.....	109.8	109.8	105.5	0	+4.1	Fuel and light.....	109.8	109.8	104.0	0	+5.6
Housefurnishings.....	123.8	123.8	124.1	0	-0.2	Housefurnishings.....	124.4	124.4	124.9	0	-0.4
Sundries.....	107.0	107.0	105.8	0	+1.1	Sundries.....	106.9	106.9	105.6	0	+1.2
Weighted Total....	125.9	124.0	116.6	+1.5	+8.0	Weighted Total....	120.4	120.5	113.2	-0.1	+6.4
Meadville, Pa.						New Orleans					
Food.....	153.8	148.9	133.1	+3.3	+15.6	Food.....	152.2	160.2	134.6	-5.0	+13.1
Housing.....	110.8	110.8	110.8	0	0	Housing.....	110.6	110.6	110.8	0	-0.2
Clothing.....	117.1	117.1	116.1	0	+0.9	Clothing.....	121.0	121.5	119.9	-0.4	+0.9
Fuel and light.....	106.7	106.7	105.4	0	+1.2	Fuel and light.....	103.2	103.2	103.2	0	0
Housefurnishings.....	128.7	128.7	124.5	0	+3.4	Housefurnishings.....	128.3	128.3	128.7	0	-0.3
Sundries.....	110.6	110.6	108.4	0	+2.0	Sundries.....	106.1	106.1	103.8	0	+2.2
Weighted Total....	124.9	123.4	117.5	+1.2	+6.3	Weighted Total....	126.6	129.8	119.1	-2.5	+6.3
Memphis						New York					
Food.....	166.6	165.2	135.9	+0.8	+22.6	Food.....	147.3	149.6	128.2	-1.5	+14.9
Housing.....	109.4	109.4	109.2	0	+0.2	Housing.....	100.8	100.8	100.7	0	+0.1
Clothing.....	127.8	128.0	128.3	-0.2	-0.4	Clothing.....	113.8	113.9	114.6	-0.1	-0.7
Fuel and light.....	102.2	101.6	100.1	+0.6	+2.1	Fuel and light.....	111.1	111.1 _r	106.6	0	+4.2
Housefurnishings.....	127.5	127.5	127.8	0	-0.2	Housefurnishings.....	127.7	127.7	128.6	0	-0.7
Sundries.....	105.7	105.7	107.7	0	-1.9	Sundries.....	107.3	107.2	104.5	+0.1	+2.7
Weighted Total....	127.3	126.8	118.7	+0.4	+7.2	Weighted Total....	121.8	122.6	114.1	-0.7	+6.7
Milwaukee						Oakland					
Food.....	153.1	147.0	126.2	+4.1	+21.3	Food.....	156.2	153.2	130.5	+2.0	+19.7
Housing.....	103.3	103.3	103.4	0	-0.1	Housing.....	131.5	131.5	131.5	0	0
Clothing.....	128.1	128.0	123.2	+0.1	+4.0	Clothing.....	124.4	123.5	122.6	+0.7	+1.5
Fuel and light.....	107.6	105.6	103.9	+1.9	+3.6	Fuel and light.....	84.9	84.9	84.9	0	0
Housefurnishings.....	125.3	125.3	126.2	0	-0.7	Housefurnishings.....	119.3	119.3	119.8	0	-0.4
Sundries.....	112.5	112.5	109.4	0	+2.8	Sundries.....	103.0	103.0	100.9	0	+2.1
Weighted Total....	125.2	123.1	115.2	+1.7	+8.7	Weighted Total....	127.5	126.4	118.2	+0.9	+7.9
Minneapolis						Omaha					
Food.....	151.4	150.3	127.3	+0.7	+18.9	Food.....	152.9	150.9	132.5	+1.3	+15.4
Housing.....	103.7	103.7	103.4	0	+0.3	Housing.....	100.6	100.6	100.6	0	0
Clothing.....	125.0	124.9	124.2	+0.1	+0.6	Clothing.....	120.3	120.8	121.2	-0.4	-0.7
Fuel and light.....	103.6	101.5	99.7	+2.1	+3.9	Fuel and light.....	104.8	104.8	103.8	0	+1.0
Housefurnishings.....	122.2	122.2	122.2	0	0	Housefurnishings.....	130.7	130.7	132.3	0	-1.2
Sundries.....	112.7	112.7	110.7	0	+1.8	Sundries.....	111.9	111.9	110.8	0	+1.0
Weighted Total....	124.1	123.6	115.4	+0.4	+7.5	Weighted Total....	123.3	122.8	116.7	+0.4	+5.7

COST OF LIVING ON WARTIME BUDGETS IN APRIL AND MAY, 1943, FOR WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 62 CITIES—Continued

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	May 1943	April 1943	May 1942	April 1943 to May 1943	May 1942 to May 1943		May 1943	April 1943	May 1942	April 1943 to May 1943	May 1942 to May 1943
Parkersburg, W. Va.						Rochester					
Food.....	152.8	150.8	133.7	+1.8	+14.3	Food.....	154.4	150.9	130.1	+2.3	+18.7
Housing.....	104.2	104.2	104.2	0	0	Housing.....	103.9	103.9	103.9	0	0
Clothing.....	123.9	123.9	123.4	0	+0.4	Clothing.....	127.8	127.8	128.5	0	-0.5
Fuel and light.....	94.6	94.6	94.6	0	0	Fuel and light.....	112.3	112.3	111.2	0	+1.0
Housefurnishings.....	124.6	124.6	124.1	0	+0.4	Housefurnishings.....	136.1	136.1	135.4	0	+0.5
Sundries.....	109.7	109.5	108.0	0	+1.4	Sundries.....	121.9	121.9	116.7	0	+4.5
Weighted Total.....	125.9	125.2	118.4	+0.6	+6.3	Weighted Total.....	128.0	127.0	119.4	+0.8	+7.2
Philadelphia						Rockford, Ill.					
Food.....	156.6	152.6	132.0	+2.6	+18.6	Food.....	154.1	154.6	123.9	-0.3	+24.4
Housing.....	102.9	102.9	103.0	0	-0.1	Housing.....	138.0	138.0	138.0	0	0
Clothing.....	122.3	122.2	123.6	+0.1	-1.1	Clothing.....	120.1	120.7	121.5	-0.5	-1.2
Fuel and light.....	106.7	107.0	103.0	-0.3	+3.6	Fuel and light.....	111.5	111.5	108.7	0	+2.6
Housefurnishings.....	121.1	121.1	119.1	0	+1.7	Housefurnishings.....	131.3	131.3	133.1	0	-1.4
Sundries.....	110.8	110.6	108.7	+0.2	+1.9	Sundries.....	112.6	112.3	110.8	+0.3	+1.6
Weighted Total.....	127.5	126.0	117.8	+1.2	+8.2	Weighted Total.....	132.0	132.1	121.8	-0.1	+8.4
Pittsburgh						Sacramento					
Food.....	151.5	148.3	130.0	+2.2	+16.5	Food.....	154.4	154.4	126.9	0	+21.7
Housing.....	105.7	105.7	108.3	0	-2.4	Housing.....	104.1	104.1	103.2	0	+0.9
Clothing.....	124.2	124.6	124.4	-0.3	-0.2	Clothing.....	121.4	122.4	120.4	-0.8	+0.8
Fuel and light.....	110.3	110.3	108.8	0	+1.4	Fuel and light.....	84.7	84.7	84.7	0	0
Housefurnishings.....	117.2	117.2	117.3	0	-0.1	Housefurnishings.....	134.7	134.7	125.9	0	+7.9
Sundries.....	111.3	111.3	109.6	0	+1.6	Sundries.....	110.2	110.2	108.5	0	+1.6
Weighted Total.....	125.1	124.0	117.9	+0.9	+6.1	Weighted Total.....	124.0	124.1	114.0	-0.1	+8.8
Portland, Ore.						St. Louis					
Food.....	149.6	149.7	135.0	-0.1	+10.8	Food.....	154.7	152.5	129.3	+1.4	+19.6
Housing.....	110.0	110.0	110.7	0	-0.6	Housing.....	106.0	106.0	106.4	0	-0.4
Clothing.....	127.3	127.4	127.6	-0.1	-0.2	Clothing.....	122.3	122.9	123.5	-0.5	-1.0
Fuel and light.....	124.9	124.3	113.3	+0.5	+10.2	Fuel and light.....	110.0	110.0	107.0	0	+2.8
Housefurnishings.....	119.0	119.0	119.2	0	-0.2	Housefurnishings.....	118.0	118.0	118.2	0	-0.2
Sundries.....	112.0	112.0	108.9	0	+2.8	Sundries.....	107.5	107.3	106.4	+0.2	+1.0
Weighted Total.....	125.8	125.8	119.7	0	+5.1	Weighted Total.....	125.3	124.6	116.2	+0.6	+7.8
Providence						St. Paul					
Food.....	146.9	144.5	123.2	+1.7	+19.2	Food.....	147.0	144.4	126.4	+1.8	+16.3
Housing.....	103.3	103.3	103.3	0	0	Housing.....	100.9	100.9	100.9	0	0
Clothing.....	117.8	117.7	119.2	+0.1	-1.2	Clothing.....	119.4	120.0	119.4	-0.5	0
Fuel and light.....	113.7	113.7	107.2	0	+6.1	Fuel and light.....	104.1	102.5	100.3	+1.6	+3.8
Housefurnishings.....	125.3	125.3	125.5	0	-0.2	Housefurnishings.....	125.6	125.6	123.9	0	+1.4
Sundries.....	112.0	112.0	108.2	0	+3.5	Sundries.....	112.5	112.5	109.9	0	+2.4
Weighted Total.....	122.7	121.9	113.5	+0.7	+8.1	Weighted Total.....	121.8	120.9	114.1	+0.7	+6.7
Richmond						San Francisco					
Food.....	153.5	151.9	132.1	+1.1	+16.2	Food.....	169.9	171.0	139.5	-0.6	+21.8
Housing.....	102.7	102.7	102.8	0	-0.1	Housing.....	98.3	98.3	98.3	0	0
Clothing.....	118.6	118.6	117.3	0	+1.1	Clothing.....	121.6	120.7	119.6	+0.7	+1.7
Fuel and light.....	105.2	105.2	103.9	0	+1.3	Fuel and light.....	84.9	84.9	84.9	0	0
Housefurnishings.....	120.5	120.5	120.5	0	0	Housefurnishings.....	119.6	119.6	119.5	0	+0.1
Sundries.....	107.0	107.0	106.3	0	+0.7	Sundries.....	104.9	104.9	101.9	0	+2.9
Weighted Total.....	121.7	121.2	114.9	+0.4	+5.9	Weighted Total.....	126.5	126.7	115.4	-0.2	+9.6
Roanoke, Va.						Seattle					
Food.....	156.0	155.4	135.6	+0.4	+15.0	Food.....	160.8	158.1	139.1	+1.7	+15.6
Housing.....	119.2	119.2	122.0	0	-2.3	Housing.....	114.3	114.3	114.5	0	-0.2
Clothing.....	113.5	113.9	114.4	-0.4	-0.8	Clothing.....	118.4	118.7	118.4	-0.3	0
Fuel and light.....	104.1	104.1	99.2	0	+4.9	Fuel and light.....	112.4	112.4	109.2	0	+2.9
Housefurnishings.....	121.9	121.9	122.2	0	-0.2	Housefurnishings.....	119.9	119.8	120.3	+0.1	-0.3
Sundries.....	112.1	112.1	111.1	0	+0.9	Sundries.....	108.3	108.3	106.2	0	+2.0
Weighted Total.....	126.5	126.4	120.1	+0.1	+5.3	Weighted Total.....	128.0	127.1	120.0	+0.7	+6.7

COST OF LIVING ON WARTIME BUDGETS IN APRIL AND MAY, 1943, FOR WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 62 CITIES—Continued

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	May 1943	April 1943	May 1942	April 1943 to May 1943	May 1942 to May 1943		May 1943	April 1943	May 1942	April 1943 to May 1943	May 1942 to May 1943
Spokane						Wausau, Wis.					
Food.....	149.6	147.6	125.5	+1.4	+19.2	Food.....	160.5	157.1	133.3	+2.2	+20.4
Housing.....	102.0	102.0	102.2	0	-0.2	Housing.....	102.7	102.7	102.7	0	0
Clothing.....	121.2	121.6	121.8	-0.3	-0.5	Clothing.....	125.0	125.0	122.6	0	+2.0
Fuel and light.....	131.8	131.8	130.4	0	+1.1	Fuel and light.....	103.7	101.4	101.7	+2.3	+2.0
Housefurnishings.....	132.3	132.3	131.2	0	+0.8	Housefurnishings.....	123.6	123.6	123.4	0	+0.2
Sundries.....	109.7	109.7	107.3	0	+2.2	Sundries.....	103.7	103.7	104.7	0	-1.0
Weighted Total....	125.6	125.0	116.9	+0.5	+7.4	Weighted Total....	127.0	125.6	117.1	+1.1	+8.5
Syracuse						Wilmington, Del.					
Food.....	153.4	153.0	134.0	+0.3	+14.5	Food.....	154.3	151.7	133.0	+1.7	+16.0
Housing.....	116.2	116.2	114.5	0	+1.5	Housing.....	104.0	104.0	104.0	0	0
Clothing.....	125.3	126.3	125.4	-0.8	-0.1	Clothing.....	124.9	124.9	124.4	0	+0.4
Fuel and light.....	109.2	109.2	107.7	0	+1.4	Fuel and light.....	103.4	103.4	100.2	0	+3.2
Housefurnishings.....	127.4	127.4	125.1	0	+1.8	Housefurnishings.....	115.4	115.4	115.3	0	+0.1
Sundries.....	111.0	111.0	107.9	0	+2.9	Sundries.....	109.0	109.0	108.0	0	+0.9
Weighted Total....	126.5	126.5	119.3	0	+6.0	Weighted Total....	125.9	125.0	118.1	+0.7	+6.6
Toledo						Youngstown					
Food.....	149.5	145.4	131.8	+2.8	+13.4	Food.....	174.4	161.7	133.4	+7.9	+30.7
Housing.....	109.3	109.3	107.3	0	+1.9	Housing.....	105.3	105.3	107.0	0	-1.6
Clothing.....	122.5	122.8	122.2	-0.2	+0.2	Clothing.....	125.5	125.6	124.5	-0.1	+0.8
Fuel and light.....	106.5	106.5	104.6	0	+1.8	Fuel and light.....	106.7	106.7	105.7	0	+0.9
Housefurnishings.....	121.9	121.9	119.4	0	+2.1	Housefurnishings.....	131.8	131.8	134.3	0	-1.9
Sundries.....	111.3	110.8	109.5	+0.5	+1.6	Sundries.....	107.4	107.4	106.8	0	+0.6
Weighted Total....	124.0	123.0	117.5	+0.8	+5.5	Weighted Total....	131.1	127.1	118.4	+3.1	+10.7

COST OF LIVING IN 8 CITIES, APRIL AND MAY, 1943

CITY	April 1943 to May 1943		May 1942 to May 1943		CITY	April 1943 to May 1943		May 1942 to May 1943		CITY	April 1943 to May 1943		May 1942 to May 1943	
	Percentage Changes					Percentage Changes					Percentage Changes			
Anderson, Ind.					Green Bay, Wis.					Lewistown, Pa.				
Food.....	n.a.	n.a.			Food.....	n.a.	n.a.			Food.....	n.a.	n.a.		
Housing.....	n.a.	n.a.			Housing.....	n.a.	n.a.			Housing.....	n.a.	n.a.		
Clothing.....	n.a.	n.a.			Clothing.....	n.a.	n.a.			Clothing.....	n.a.	n.a.		
Fuel and light.....	n.a.	n.a.			Fuel and light.....	n.a.	n.a.			Fuel and light.....	n.a.	n.a.		
Housefurnishings.....	n.a.	n.a.			Housefurnishings.....	n.a.	n.a.			Housefurnishings.....	n.a.	n.a.		
Sundries.....	n.a.	n.a.			Sundries.....	n.a.	n.a.			Sundries.....	n.a.	n.a.		
Weighted Total....	n.a.	n.a.			Weighted Total....	n.a.	n.a.			Weighted Total....	n.a.	n.a.		
Evansville, Ind.					Joliet, Ill. ¹					Saginaw, Mich.				
Food.....	n.a.	n.a.			Food.....	n.a.	n.a.			Food.....	n.a.	n.a.		
Housing.....	n.a.	n.a.			Housing.....	n.a.	n.a.			Housing.....	n.a.	n.a.		
Clothing.....	n.a.	n.a.			Clothing.....	n.a.	n.a.			Clothing.....	n.a.	n.a.		
Fuel and light.....	n.a.	n.a.			Fuel and light.....	n.a.	n.a.			Fuel and light.....	n.a.	n.a.		
Housefurnishings.....	n.a.	n.a.			Housefurnishings.....	n.a.	n.a.			Housefurnishings.....	n.a.	n.a.		
Sundries.....	n.a.	n.a.			Sundries.....	n.a.	n.a.			Sundries.....	n.a.	n.a.		
Weighted Total....	n.a.	n.a.			Weighted Total....	n.a.	n.a.			Weighted Total....	n.a.	n.a.		
Flint, Mich.					¹ Includes Lockport and Rockdale n.a.Not available					Trenton, N. J.				
Food.....	n.a.	n.a.								Food.....	n.a.	n.a.		
Housing.....	n.a.	n.a.								Housing.....	n.a.	n.a.		
Clothing.....	n.a.	n.a.								Clothing.....	n.a.	n.a.		
Fuel and light.....	n.a.	n.a.								Fuel and light.....	n.a.	n.a.		
Housefurnishings.....	n.a.	n.a.								Housefurnishings.....	n.a.	n.a.		
Sundries.....	n.a.	n.a.								Sundries.....	n.a.	n.a.		
Weighted Total....	n.a.	n.a.								Weighted Total....	n.a.	n.a.		

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 62 CITIES

Source: THE CONFERENCE BOARD DURING APRIL AND MAY, 1943 Index Numbers, January, 1939=100

	Weighted Total		Food		Housing		Clothing		Fuel-Light		House Furnishings		Sundries	
	May 1943	April 1943	May 1943	April 1943	May 1943	April 1943	May 1943	April 1943	May 1943	April 1943	May 1943	April 1943	May 1943	April 1943
United States¹	104.0	103.7	116.1	115.6	90.8	90.8	88.5	88.6	93.2	92.8	<i>a</i>	<i>a</i>	107.1	106.9
Akron	127.5	126.7	158.6	155.9	113.7	113.7	121.4	121.4	112.5	112.5	118.4	118.4	112.7	112.6
Atlanta	122.2	122.8	148.6	150.2	99.2	99.2	123.2	123.7	110.7	110.7	117.1	117.1	112.5	112.8
Baltimore	128.2	128.1	159.3	159.1	103.2	103.2	120.3	120.5	105.1	105.1	130.6	130.6	112.8	112.6
Birmingham	124.4	125.8	154.0	158.6	105.7	105.7	124.3	124.7	100.2	100.2	117.8	117.8	112.9	112.7
Boston	124.4	123.8	144.6	142.9	103.6	103.6	125.1	125.1	120.9	120.9	122.5	122.5	112.0	111.9
Bridgeport	125.8	126.4	147.2	149.1	106.5	106.5	124.5	124.9	116.0	115.8	126.4	126.4	116.9	116.9
Buffalo	125.9	124.6	153.9	150.0	114.7	114.7	118.0	118.0	106.2	106.2	126.1	126.1	109.7	109.6
Chattanooga	123.9	123.4	159.8	158.3	103.1	103.1	118.2	118.4	90.0	90.0	121.5	121.5	109.4	109.2
Chicago	119.7	119.5	143.6	143.0	105.5	105.5	122.5	122.5	100.6	100.6	124.7	124.7	104.8	104.7
Cincinnati	122.5	123.4	145.0	147.8	100.9	100.9	128.1	128.6	103.6	103.6	124.1	124.1	110.4	110.2
Cleveland	124.2	123.3	146.0	143.3	109.7	109.7	126.9	126.9	102.5	102.5	118.2	118.2	115.9	115.7
Dallas	122.5	122.6	149.7	150.8	105.6	105.6	122.6	122.8	93.3	93.3	127.9	127.9	113.5	112.9
Dayton	124.2	123.0	153.2	149.6	105.1	105.1	121.5	121.5	103.9	103.9	127.5	127.5	109.9	109.7
Denver	123.9	122.3	152.5	147.7	105.6	105.6	121.6	121.6	97.6	97.5	122.4	122.4	112.1	111.9
Des Moines	125.0	124.4	153.4	153.3	105.3	105.3	126.1	126.9	110.1	110.1	123.8	123.8	113.5	113.3
Detroit	122.1	121.3	150.7	148.2	107.0	107.0	117.5	117.9	113.9	113.9	133.1	133.1	103.7	103.5
Duluth	123.7	121.6	148.1	143.6	100.1	100.1	124.5	124.6	105.4	100.0	129.7	129.7	113.5	113.2
Erie	131.7	132.4 _r	159.8	162.2 _r	109.9	109.9	133.7	133.7	109.7	109.7 _r	129.8	129.8	120.7	120.5 _r
Fall River	126.6	124.7 _r	151.5	146.0 _r	104.3	104.3	118.8	118.8	115.5	115.5 _r	114.3	114.3	117.5	117.4 _r
Front Royal, Va.	127.3	126.9	170.1	168.7	103.6	103.6	127.9	127.9	103.9	103.9	127.1	127.1	113.2	113.0
Grand Rapids	129.0	127.8	159.3	155.6	106.5	106.5	122.5	121.8	109.0	109.0	132.7	132.7	119.3	119.1
Houston	119.8	119.6	142.2	141.6	105.7	105.7	124.2	124.2	90.2	90.2	114.7	114.7	112.7	112.5
Huntington, W. Va.	125.9	125.0	153.3	150.4	111.7	111.7	118.3	118.3	100.0	100.0	123.9	123.9	113.1	113.2
Indianapolis	125.0	124.4	151.3	149.8	107.9	107.9	120.0	119.9	106.2	106.2	124.7	124.7	115.7	115.5
Kansas City, Mo.	126.6	121.3	141.2	140.5	105.2	105.2	121.7	121.7	108.8	108.8	120.9	120.9	115.3	115.1
Lansing	128.7	128.3	168.9	167.4	98.0	98.0	123.8	124.1	101.6	101.6	129.6	129.6	120.5	120.2
Los Angeles	123.1	123.4	154.4	157.6	104.6	104.6	118.5	119.0	96.2	96.2	123.8	123.8	109.6	107.5
Louisville	124.5	123.7	150.4	148.1	103.9	103.9	119.6	120.1	110.4	110.4	127.7	127.7	109.7	109.5
Lynn	125.3	125.0	147.7	146.8	104.5	104.5	123.3	123.9	116.2	116.2	125.6	125.6	111.9	111.8
Macon	128.8	128.4	153.5	152.4	115.9	115.9	117.2	116.8	100.5	100.5	129.2	129.3	120.6	120.6
Manchester, N. H.	125.2	123.4	152.8	147.9	102.9	102.9	119.2	119.3	109.8	109.8	123.8	123.8	106.0	105.9
Meadville, Pa.	127.3	125.8 _r	153.1	148.3 _r	110.8	110.8	117.1	117.1	110.2	110.2 _r	128.7	128.7	120.4	120.3 _r
Memphis	127.2	126.8	164.9	163.8	109.4	109.4	127.8	128.0	102.2	101.6	127.5	127.5	108.9	108.8
Milwaukee	125.5	123.4	153.7	147.1	103.3	103.3	128.1	128.0	107.6	105.6	125.3	125.3	115.1	114.9
Minneapolis	124.6	124.0	151.6	150.4	103.7	103.7	125.0	124.9	103.6	101.5	122.2	122.2	116.0	115.8
Muskegon, Mich.	130.8	129.2	171.6	165.9	115.2	115.2	122.7	122.8	112.5	112.5	118.8	118.8	112.5	112.3
Newark	121.9	120.4	148.8	144.5	101.4	101.4	119.8	120.3	104.8	104.8	129.3	129.3	105.3	105.2
New Haven	120.9	121.0	144.0	143.9	105.3	105.3	119.3	120.1	110.0	110.0	124.4	124.4	108.1	108.1
New Orleans	124.3	127.1	148.5	155.7	110.6	110.6	118.8	119.2	103.2	103.2	128.3	128.3	104.0	104.0
New York	121.5	122.4	146.9	149.3	100.8	100.8	113.8	113.9	111.1	111.1 _r	127.7	127.7	106.9	106.8
Oakland	127.5	126.4	155.7	152.9	131.5	131.5	124.4	123.5	84.9	84.9	119.3	119.3	104.3	104.1
Omaha	123.8	123.2	153.0	151.0	100.6	100.6	120.3	120.8	104.8	104.8	130.7	130.7	115.0	114.7
Parkersburg, W. Va.	126.5	125.7	153.1	151.0	104.2	104.2	123.9	123.9	94.6	94.6	124.6	124.6	111.8	111.7
Philadelphia	127.5	126.4	156.2	153.1	102.9	102.9	122.3	122.2	106.7	107.0	121.1	121.1	112.5	112.3
Pittsburgh	125.5	124.5	151.4	148.5	105.7	105.7	124.2	124.6	110.3	110.3	117.2	117.2	113.2	113.1
Portland, Ore.	126.1	126.0	149.1	149.0	110.0	110.0	127.3	127.4	124.9	124.3	119.0	119.0	113.5	113.4
Providence	123.0	122.2	146.8	144.3	103.3	103.3	117.8	117.7	114.0	114.0	125.3	125.3	113.2	113.2
Richmond	120.8	120.0	153.4	151.0	102.7	102.7	118.6	118.6	105.2	105.2	120.5	120.5	104.5	104.4
Roanoke, Va.	126.2	125.9	156.0	155.2	119.2	119.2	113.5	113.9	104.1	104.1	121.9	121.9	111.6	111.4
Rochester	128.3	127.1	155.8	151.9	103.9	103.9	127.8	127.8	112.3	112.3	136.1	136.1	121.6	121.5
Rockford, Ill.	131.5	132.5	151.0	154.3	138.0	138.0	120.1	120.7	112.0	112.0	131.3	131.3	115.5	115.3
Sacramento	123.9	124.1	153.8	154.2	104.1	104.1	121.4	122.4	84.7	84.7	134.7	134.7	112.1	112.0
St. Louis	125.5	124.8	154.5	152.5	106.0	106.0	122.3	122.9	110.0	110.0	118.0	118.0	109.9	109.7
St. Paul	122.2	121.4	147.0	144.6	100.9	100.9	119.4	120.0	104.0	102.5	125.6	125.6	115.4	115.2
San Francisco	126.5	126.7	170.2	171.2	98.3	98.3	121.6	120.7	84.9	84.9	119.6	119.6	105.2	105.1
Seattle	127.9	127.0	161.0	158.1	114.3	114.3	118.4	118.7	112.4	112.4	119.9	119.9	109.1	109.0
Spokane	125.7	125.0	149.2	147.1	102.0	102.0	121.2	121.6	131.8	131.8	132.3	132.3	111.6	111.5
Syracuse	127.3	127.2	154.3	153.6	116.2	116.2	125.3	126.3	109.2	109.2	127.4	127.4	113.7	113.5
Toledo	124.7	123.2	149.7	145.2	109.3	109.3	122.5	122.8	106.5	106.5	121.9	121.9	113.9	113.3
Wausau, Wis.	126.5	125.1	160.3	156.8	102.7	102.7	125.0	125.0	103.7	101.4	123.6	123.6	104.6	104.4
Wilmington, Del.	126.6	125.8	154.3	152.1	104.0	104.0	124.9	124.9	103.5	103.5	115.4	115.4	111.2	111.0
Youngstown	131.0	127.3	173.6	161.3	105.3	105.3	125.6	125.6	106.7	106.7	131.8	131.8	109.3	109.2

PERCENTAGE CHANGES IN COST OF LIVING IN 8 CITIES, APRIL AND MAY, 1943

	April 1943 to May 1943	May 1942 to May 1943	April 1943 to May 1943	May 1942 to May 1943	April 1943 to May 1943	May 1942 to May 1943	April 1943 to May 1943	May 1942 to May 1943	April 1943 to May 1943	May 1942 to May 1943	April 1943 to May 1943	May 1942 to May 1943	April 1943 to May 1943	May 1942 to May 1943
Anderson, Ind.	+0.7	+8.6	+1.9	+22.5	0	0	-0.2	+2.1	0	+3.9	0	+1.2	+0.2	+3.4
Evansville, Ind.	+0.2	+6.8	+0.5	+20.1	0	-0.7	-0.5	+0.3	0	+4.2	0	+0.1	+0.1	+3.0
Flint, Mich.	+2.1	+10.3	+6.3	+27.0	0	0	0	+1.0	0	+6.7	-8.2	-6.5	+0.2	+3.0
Green Bay, Wisc.	+1.6	+6.2	+3.7	+14.6	0	-0.1	-0.1	-0.2	+4.3	+5.3	0	-0.5	+0.2	+4.7
Joliet, Ill. ²	+0.9	+8.4	+2.6	+21.0	0	-3.6	-0.7	+1.2	+0.2	+1.7	+0.5	+1.6	+0.2	+6.1
Lewistown, Pa.	+0.2	+7.0	+0.5	+14.2	0	0	0	+2.8	0	+3.3	0	+0.3	+0.1	+3.3
Saginaw, Mich.	+1.2	+8.1	+2.9	+20.6	0	+0.2	0	+1.4	0	+5.4	0	-0.6	+0.3	+2.4
Trenton, N. J.	0	+6.9	+0.3	+16.4	0	+0.5	-1.4	-2.9	0	+3.7	0	+0.1	+0.3	+4.1

¹1923=100

²Includes Lockport and Rockdale

^aIncluded in Sundries

Revised Indexes of the Cost of Living Six Cities

THIS fifth article in a series presenting the results of a revision of THE CONFERENCE BOARD's indexes of changes in the cost of living marks the resumed publication of the revised indexes after a one-month lapse. The six cities covered in this article raise the total number of cities for which indexes have been revised to forty-eight. These cities are:

Erie, Pennsylvania
Fall River, Massachusetts
Front Royal, Virginia
Lansing, Michigan
Macon, Georgia
Meadville, Pennsylvania

Because measures of changes in living costs on war-time budgets were first published in the May issue of *The Management Record* and included additional material, it will be necessary to revise the data for the twenty cities not listed on page 200 of the May issue each time the regular indexes based upon prewar budgets are revised. The last table shows the war-time indexes since January, 1942, for all six cities, and the preceding tables the regular indexes, based on prewar budgets, since January, 1939.

A general description of these revisions in the basic indexes was contained in the January issue of this publication. Details with regard to the food, "sundries,"

and fuel and light components were described in the February, March, and April issues, respectively. The adjustments made to meet wartime conditions were all covered in the May issue.

FOOD

Two changes have recently been made in the number of items being priced each month. As of March, 1943, fresh or frozen fish was added to measure changes in fish prices more adequately. The weight previously assigned to canned salmon, the only fish item priced prior to March, was broken down to provide for this addition. Such a change, of course, is particularly desirable at this time since fish, other than canned, is not as yet rationed and is widely used as a meat substitute.

As of July, spinach will be added to the list of fresh vegetables for which price quotations are collected. Again, this step will provide a greater coverage for unrationed items whose use has tended to increase.

ROBERT A. SAYRE

Assisted by

G. CLARK THOMPSON

Division of Labor Statistics

[The revised tables for the six cities listed above are presented on the adjoining page and on pages 288, 289 and 290.]

A Quarter-Century of Group Insurance

At the time of World War I, steel making was considered so hazardous an occupation that the insurance companies were not interested in insuring the lives of men who worked in that industry. In 1917, the American Rolling Mill Company persuaded an insurance company to underwrite group life insurance for its employees, after the insurer had carefully studied conditions in its plants.

Group life protection has been in effect in the Armco plants ever since 1917. The favorable experience of the underwriter with this company encouraged insurance companies to negotiate group life insurance contracts with other steel plants.

Throughout the years, Armco has made available to its employees all new insurance advantages it could obtain in the contracts. In 1942, the net cost of group

life and accidental death and dismemberment policies was \$239,305, of which the employees paid \$81,422 and the company \$157,883. To date, approximately 1,450 families have received more than \$2.5 million under the group insurance contracts.

When war was declared, the insurance company advised that it could no longer carry group life insurance on employees inducted into the armed forces, because war is such a dangerous business. The company immediately arranged for war risk insurance on the lives of all Armco men and women for the same amounts as they were insured under the group life plan. This insurance, which is provided free of charge, is costing \$19,000 a month, and is increasing as additional men and women go into service. The total cost for 1943 will be at least \$250,000.

**COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS
IN SELECTED CITIES, 1939-1943**

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

Erie, Pa.								Fall River, Mass.						
Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House- furnish- ings	Sundries	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House- furnish- ings	Sundries
<i>Budgetary Weights.....</i>	<i>100.0</i>	<i>31.8</i>	<i>17.6</i>	<i>8.2</i>	<i>9.7</i>	<i>4.8</i>	<i>27.9</i>	<i>100.0</i>	<i>33.5</i>	<i>16.6</i>	<i>9.8</i>	<i>9.4</i>	<i>2.8</i>	<i>27.9</i>
1939 January.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
February.....	99.7	100.2	100.0	100.0	100.0	100.0	98.8	99.5	98.4	100.0	99.8	100.0	100.0	100.0
March.....	100.2	100.0	100.0	100.0	100.0	100.3	100.6	99.2	98.9	100.0	99.9	100.0	100.7	98.5
April.....	100.1	98.9	100.0	100.0	100.0	100.3	101.7	99.8	99.5	100.0	99.7	100.0	99.9	99.9
May.....	100.0	99.5	100.0	100.1	100.0	100.3	100.4	99.2	98.8	100.0	99.6	94.6	99.9	100.7
June.....	100.0	99.4	100.0	100.1	98.1	100.3	101.1	98.7	97.2	100.0	99.8	94.6	99.9	100.7
July.....	100.5	100.7	100.0	100.1	98.1	100.3	101.6	99.9	99.6	100.0	99.8	97.8	98.4	101.1
August.....	99.6	99.2	100.0	100.1	98.1	100.3	100.0	99.6	98.7	100.0	99.8	97.8	98.5	101.1
September.....	101.8	105.0	100.0	101.0	98.1	102.5	100.5	101.0	101.2	100.0	99.8	100.0	98.5	102.2
October.....	101.8	102.8	100.0	102.6	102.7	103.7	101.0	100.7	100.7	100.0	99.9	100.0	99.9	101.8
November.....	101.9	101.8	100.0	103.2	103.2	103.7	102.2	100.8	100.0	100.0	99.9	100.0	101.1	102.8
December.....	101.2	99.2	100.0	103.5	103.2	104.3	102.2	100.5	98.6	100.0	101.1	100.0	101.5	102.8
<i>Annual Average.....</i>	<i>100.6</i>	<i>100.6</i>	<i>100.0</i>	<i>100.9</i>	<i>100.1</i>	<i>101.3</i>	<i>100.8</i>	<i>99.9</i>	<i>99.3</i>	<i>100.0</i>	<i>99.9</i>	<i>98.7</i>	<i>99.9</i>	<i>101.0</i>
1940 January.....	102.0	101.8	100.0	102.9	103.2	104.8	102.3	100.4	98.6	100.0	101.1	100.0	101.7	102.7
February.....	102.2	103.1	100.0	102.7	103.2	104.8	101.7	100.9	100.2	100.0	100.6	99.3	101.6	102.7
March.....	101.6	101.8	100.0	102.3	100.0	104.8	102.3	100.8	100.1	100.0	100.6	99.3	101.6	102.7
April.....	102.2	103.4	100.0	101.8	100.0	106.3	102.3	101.1	101.3	100.0	100.6	99.3	101.6	102.2
May.....	102.6	104.9	100.0	101.8	99.5	106.2	102.3	100.6	101.8	100.0	100.6	95.0	101.5	101.5
June.....	102.8	105.7	100.0	101.8	99.5	106.2	102.3	101.1	103.7	100.0	100.6	95.0	101.7	100.7
July.....	103.0	105.2	100.0	101.8	99.5	107.9	103.3	101.3	102.6	100.0	99.9	97.1	101.7	102.5
August.....	102.3	103.4	100.0	101.7	99.5	107.4	102.7	100.2	99.6	100.0	99.9	97.1	101.1	102.0
September.....	102.7	104.3	101.3	101.7	99.5	107.4	102.3	100.5	101.2	100.0	99.9	97.1	101.6	101.0
October.....	102.2	102.8	101.8	101.2	100.2	107.2	101.7	100.4	99.8	100.0	99.8	97.6	101.7	102.4
November.....	102.1	103.1	101.8	101.7	100.4	107.2	101.0	100.5	99.6	100.0	99.4	99.2	102.2	102.4
December.....	102.7	104.7	101.8	101.7	100.4	107.2	101.1	101.0	100.0	100.8	99.4	100.8	102.2	102.9
<i>Annual Average.....</i>	<i>102.4</i>	<i>103.7</i>	<i>100.6</i>	<i>101.9</i>	<i>100.4</i>	<i>106.5</i>	<i>102.1</i>	<i>100.7</i>	<i>100.7</i>	<i>100.1</i>	<i>100.2</i>	<i>98.1</i>	<i>101.7</i>	<i>102.1</i>
1941 January.....	102.8	104.7	101.8	101.7	101.4	107.2	101.1	101.6	102.0	100.8	99.5	100.8	103.0	102.4
February.....	103.6	105.3	101.8	101.7	101.6	107.2	103.3	101.8	102.5	101.9	99.5	100.0	103.0	102.4
March.....	103.6	105.9	101.8	101.9	101.6	108.4	102.3	102.2	103.3	101.9	99.6	98.4	104.2	103.2
April.....	105.1	109.7	102.7	102.0	101.6	108.6	102.8	103.5	106.0	101.9	99.7	99.4	104.8	103.9
May.....	106.1	112.3	102.7	102.4	101.6	108.8	103.4	104.1	106.9	101.9	100.3	99.6	105.0	104.9
June.....	108.1	116.3	104.0	102.4	103.8	109.3	104.2	105.1	108.5	101.9	100.3	99.1	105.6	106.6
July.....	108.7	117.2	104.2	103.1	104.8	109.5	104.9	106.2	111.1	101.9	100.3	100.8	106.2	106.6
August.....	110.0	119.9	104.2	104.1	105.8	110.0	105.5	106.7	112.2	101.9	101.2	101.6	106.2	106.7
September.....	111.3	120.9	105.2	106.0	106.6	115.5	106.6	108.6	115.8	101.9	103.4	103.4	110.4	107.2
October.....	113.3	122.4	105.2	108.5	106.8	122.3	110.0	109.7	116.8	101.9	105.1	103.7	111.6	109.4
November.....	113.7	122.4	105.5	110.5	106.8	123.2	110.7	110.7	119.1	101.9	106.8	103.7	112.4	109.5
December.....	114.5	124.2	105.5	111.3	106.8	126.0	110.7	110.9	119.1	101.9	107.3	104.0	114.5	109.5
<i>Annual Average.....</i>	<i>108.4</i>	<i>115.1</i>	<i>103.7</i>	<i>104.6</i>	<i>104.1</i>	<i>113.0</i>	<i>105.5</i>	<i>105.9</i>	<i>110.3</i>	<i>101.8</i>	<i>101.9</i>	<i>101.2</i>	<i>107.2</i>	<i>106.0</i>
1942 January.....	116.8	128.4	105.5	119.5	106.8	126.2	111.7	112.7	123.1	101.9	110.4	104.0	112.9	110.4
February.....	118.1	129.1	106.7	123.1	107.9	128.0	113.2	114.2	124.0	101.9	114.2	104.0	112.9	113.4
March.....	119.6	131.5	106.9	128.3	107.9	129.6	113.8	115.0	125.6	101.9	114.5	104.8	115.2	113.6
April.....	121.6	134.1	109.8	134.2	107.1	130.1	114.6	117.1	128.1	104.3	120.0	106.4	115.6	114.2
May.....	122.2	135.8	109.8	134.3	107.0	129.9	114.9	117.9	129.6	104.3	120.3	107.2	115.3	115.0
June.....	123.7	140.4	109.9	132.4	107.1	129.8	115.7	118.3	130.9	104.3	119.8	107.3	114.3	115.1
July.....	124.7	140.9	109.9	131.3	107.1	129.8	118.8	119.8	131.3	104.3	118.1	115.3	114.3	118.1
August.....	123.9	140.9	109.9	130.3	107.1	129.8	116.4	119.7	131.8	104.3	118.5	110.9	114.3	118.2
September.....	124.0	140.9	109.9	132.1	107.1	129.8	116.3	119.4	132.8	104.3	118.8	110.9	114.3	115.7
October.....	125.5	143.7	109.9	132.2	107.1	129.8	118.4	120.6	136.3	104.3	118.8	110.9	114.3	115.9
November.....	126.6	145.9	109.9	132.5	107.1	129.8	119.6	121.5	138.3	104.3	118.8	110.9	114.3	116.9
December.....	128.0	149.8	109.9	133.7	107.1	129.8	119.8	121.6	138.5	104.3	118.8	110.9	114.3	117.0
<i>Annual Average.....</i>	<i>122.9</i>	<i>138.5</i>	<i>109.0</i>	<i>130.3</i>	<i>107.2</i>	<i>129.4</i>	<i>116.1</i>	<i>118.2</i>	<i>130.9</i>	<i>103.7</i>	<i>117.6</i>	<i>108.6</i>	<i>114.3</i>	<i>115.3</i>
1943 January.....	129.0	152.1	109.9	133.7	109.3	129.8	120.0	122.2	138.9	104.3	118.8	115.4	114.3	117.1
February.....	129.1	152.3	109.9	133.7	109.3	129.8	120.1	122.2	138.9	104.3	118.8	115.4	114.3	117.2
March.....	130.8	157.4	109.9	133.7	109.7	129.8	120.3	124.1	144.3	104.3	118.8	115.5	114.3	117.3

**COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS
IN SELECTED CITIES, 1939-1943—Continued**

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

Front Royal, Va.								Lansing, Mich.						
Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House- furnish- ings	Sundries	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House- furnish- ings	Sundries
<i>Budgetary Weights.....</i>	100.0	25.6	21.0	10.9	6.0	3.8	32.7	100.0	27.9	20.5	11.3	8.0	5.4	26.9
1939 January.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
February.....	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
March.....	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
April.....	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
May.....	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
June.....	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
July.....	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
August.....	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
September.....	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
October.....	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
November.....	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
December.....	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
<i>Annual Average.....</i>	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
1940 January.....	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
February.....	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
March.....	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	98.7	99.9	93.5	96.7	97.3	106.2	101.0
April.....	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	98.7	101.0	93.5	96.7	97.3	106.2	100.0
May.....	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	99.0	103.2	93.8	96.8	94.3	106.1	99.7
June.....	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	99.8	105.7	94.0	96.8	94.1	106.0	99.7
July.....	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	100.4	105.8	94.2	96.6	94.4	106.2	101.8
August.....	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	99.7	103.1	94.4	96.4	95.0	107.3	101.6
September.....	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	99.6	103.6	94.6	96.3	90.8	107.1	101.8
October.....	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	100.2	104.4	94.8	96.1	92.6	107.1	102.6
November.....	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	101.5	106.7	95.0	96.1	92.9	107.2	104.6
December.....	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	101.4	106.3	95.4	96.1	92.9	107.2	104.6
<i>Annual Average.....</i>	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
1941 January.....	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	101.9	107.5	95.8	96.1	92.9	107.4	104.7
February.....	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	101.7	106.6	96.2	96.1	92.9	107.4	104.7
March.....	102.9	112.4	95.1	103.2	100.0	102.2	101.0	102.1	107.3	96.5	96.2	92.7	108.8	104.8
April.....	103.7	112.8	98.1	103.2	100.0	104.0	101.0	102.7	111.1	90.9	97.1	92.6	109.2	107.0
May.....	104.7	116.0	98.1	104.3	100.0	106.1	100.8	104.7	113.1	97.3	97.5	93.9	109.3	106.8
June.....	105.7	120.3	96.0	104.5	100.0	108.2	101.5	106.8	119.1	97.6	97.7	93.9	109.8	108.2
July.....	106.9	122.9	98.6	104.5	102.3	109.1	101.2	108.3	123.2	98.0	98.1	95.9	110.5	108.3
August.....	107.8	127.5	94.8	107.1	102.3	112.0	101.4	108.4	122.6	98.0	99.2	96.5	110.8	108.4
September.....	109.9	129.9	96.9	113.4	103.5	114.6	102.1	110.6	126.2	98.0	103.9	98.8	115.9	109.3
October.....	112.1	133.3	97.4	116.0	103.5	120.2	104.2	112.1	127.5	98.0	105.5	98.8	118.7	112.3
November.....	112.6	134.2	97.4	117.8	103.5	120.5	104.4	113.2	129.9	98.0	108.1	98.8	121.6	112.2
December.....	112.7	133.6	97.4	119.1	103.5	122.4	104.5	114.0	132.8	98.0	109.8	98.8	123.6	111.2
<i>Annual Average.....</i>	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	107.2	118.9	96.9	100.4	95.5	112.8	108.2
1942 January.....	114.5	137.8	99.7	119.8	103.5	124.4	104.9	116.0	137.8	98.0	114.5	98.8	125.6	111.1
February.....	115.2	137.6	99.6	122.3	103.5	124.9	106.4	117.0	138.2	98.0	117.6	98.8	128.6	112.4
March.....	115.7	138.5	99.7	124.1	103.5	125.7	106.4	117.9	139.3	98.0	118.8	98.8	130.1	113.8
April.....	115.8	140.5	97.3	124.2	103.5	126.5	106.5	120.0	143.5	98.0	124.5	98.7	132.5	114.3
May.....	115.9	140.1	97.3	122.2	103.5	126.5	107.8	120.3	143.9	98.0	124.9	98.7	132.0	115.0
June.....	117.4	142.5	101.0	122.7	103.5	126.5	107.9	120.6	145.6	98.0	123.3	98.7	129.8	115.4
July.....	118.2	143.3	101.0	122.2	103.5	126.9	109.9	120.3	144.3	98.0	123.2	98.7	129.3	115.6
August.....	119.6	147.2	101.0	124.8	103.9	126.9	110.2	120.3	144.2	98.0	123.1	98.7	129.4	115.8
September.....	120.0	147.6	101.0	127.5	103.9	126.9	110.2	120.2	143.5	98.0	124.1	98.7	129.5	116.0
October.....	120.7	150.9	101.0	127.9	103.9	126.9	109.6	121.6	148.0	98.0	124.0	98.7	129.5	116.3
November.....	122.0	154.0	102.2	127.9	103.9	127.1	110.5	122.3	149.9	98.0	124.1	98.7	129.5	117.2
December.....	123.1	156.6	103.6	127.9	103.9	127.1	110.8	124.5	157.5	98.0	124.1	98.7	129.5	117.4
<i>Annual Average.....</i>	118.2	144.7	100.4	124.5	103.7	126.4	108.4	120.1	144.6	98.0	122.2	98.7	129.6	115.0
1943 January.....	123.2	157.1	103.6	127.9	103.9	127.1	110.7	124.5	156.5	98.0	124.0	100.6	129.5	117.6
February.....	123.8	159.2	103.6	127.9	103.9	127.1	110.9	125.1	158.7	98.0	124.1	100.6	129.5	117.8
March.....	125.3	162.5	103.6	127.9	103.9	127.1	112.9	127.2	163.6	98.0	124.1	101.6	129.5	120.0

n.a. Not available

**COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS
IN SELECTED CITIES, 1939-1943—Continued**

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

Macon, Ga.								Meadville, Pa.						
Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House- furnish- ings	Sundries	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House- furnish- ings	Sundries
Budgetary Weights.....	100.0	30.0	8.9	13.2	6.1	4.6	37.2	100.0	30.8	21.2	10.3	9.6	2.8	25.3
1939 January.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
February.....	98.8	98.3	100.0	99.4	100.0	99.3	98.4	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
March.....	99.3	99.2	100.0	99.4	100.0	99.3	99.0	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
April.....	98.7	97.5	100.0	99.4	100.0	99.3	98.7	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
May.....	98.6	95.9	100.0	99.4	100.0	99.3	100.0	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
June.....	99.1	97.1	100.5	99.4	100.0	99.3	99.9	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
July.....	99.6	97.8	101.1	99.4	100.0	99.3	100.7	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
August.....	99.4	96.9	103.4	99.4	100.0	99.3	100.4	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
September.....	101.0	102.9	104.7	99.4	100.6	99.3	99.5	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
October.....	101.4	101.6	108.7	99.4	100.6	99.3	100.6	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
November.....	101.1	100.8	108.7	99.6	100.6	102.6	99.9	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
December.....	100.2	97.9	108.7	99.6	100.6	102.6	99.8	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Annual Average.....	99.8	98.8	103.0	99.5	100.2	99.9	99.7	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
1940 January.....	100.4	98.3	109.6	99.5	100.6	104.9	99.6	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
February.....	101.4	102.1	109.6	100.1	100.6	105.3	98.9	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
March.....	100.9	100.2	109.6	99.0	100.6	105.0	99.6	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
April.....	101.0	100.5	109.6	98.8	100.6	105.1	99.6	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
May.....	101.4	102.4	109.6	98.9	99.8	104.8	99.3	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
June.....	100.7	101.5	109.6	98.8	99.8	104.8	98.3	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
July.....	101.0	101.8	109.6	98.8	99.8	104.6	98.9	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
August.....	100.9	101.7	109.6	98.8	99.8	105.9	98.6	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
September.....	101.1	102.6	109.6	98.9	100.6	106.1	98.0	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
October.....	100.8	101.0	109.9	98.6	100.6	106.0	98.6	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
November.....	101.1	101.5	111.4	98.6	100.6	106.5	98.6	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
December.....	101.4	102.8	111.4	98.6	100.6	106.5	98.5	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Annual Average.....	101.0	101.4	109.9	99.0	100.3	105.5	98.9	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
1941 January.....	101.5	102.2	113.5	98.6	100.6	107.5	98.6	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
February.....	101.7	102.3	115.3	98.6	100.6	108.0	98.6	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
March.....	102.2	103.7	115.3	98.8	100.6	109.4	98.6	101.3	102.7	100.9	100.6	100.0	108.0	100.0
April.....	102.9	104.6	115.3	98.8	100.6	109.4	99.5	103.1	106.7	103.8	100.6	100.0	108.4	100.0
May.....	103.6	106.7	115.8	99.1	100.6	110.2	99.6	103.5	107.7	103.8	100.7	100.0	109.2	100.1
June.....	105.6	111.7	115.8	99.1	102.1	110.7	100.4	105.8	113.8	103.8	100.7	103.0	109.8	100.3
July.....	106.3	113.5	116.7	99.1	102.1	110.7	100.8	106.6	116.2	103.8	101.2	103.0	110.4	100.5
August.....	107.6	116.5	117.8	100.4	102.1	111.9	100.9	108.2	118.4	103.8	102.4	104.4	110.4	102.9
September.....	109.8	120.2	118.8	103.9	103.7	117.3	101.3	109.6	121.3	103.8	106.4	104.4	113.0	103.3
October.....	112.1	123.0	118.8	105.7	104.5	122.9	103.8	110.6	121.7	103.8	109.1	105.9	115.3	104.6
November.....	112.4	122.8	120.4	106.8	104.5	123.4	103.9	111.0	122.3	103.8	110.7	105.9	116.7	104.9
December.....	112.7	122.8	120.4	107.0	104.5	124.6	104.6	111.6	123.5	103.8	111.9	105.9	117.7	105.0
Annual Average.....	106.5	112.5	117.0	101.3	102.2	113.8	100.9	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
1942 January.....	114.5	126.1	121.7	109.1	104.5	127.2	105.4	113.1	127.3	104.6	113.5	105.9	118.1	105.1
February.....	117.9	128.2	121.7	113.8	104.5	127.2	111.1	113.3	125.5	104.6	116.0	105.9	121.8	106.8
March.....	119.5	133.1	121.7	114.4	104.5	127.9	111.3	116.5	128.3	110.8	116.6	105.9	123.2	110.2
April.....	120.5	134.7	121.7	116.7	104.5	130.5	111.5	117.4	130.2	110.8	117.5	105.9	124.4	110.9
May.....	120.5	133.7	121.7	116.9	104.5	129.5	112.4	118.1	132.3	110.8	116.1	105.9	124.5	111.7
June.....	120.1	133.6	121.0	116.3	99.3	129.3	112.6	118.9	134.9	110.8	116.1	105.9	124.6	111.8
July.....	120.9	134.9	117.0	116.5	99.3	129.3	114.6	119.6	135.3	110.8	115.9	106.2	125.0	114.0
August.....	120.8	136.7	116.6	116.3	99.3	129.3	113.1	119.2	135.3	110.8	116.3	106.2	127.1	112.0
September.....	121.1	137.7	115.9	116.4	99.3	129.3	113.2	119.4	135.6	110.8	117.5	106.2	127.1	112.0
October.....	122.3	140.2	115.9	116.6	99.3	129.3	114.4	120.2	137.9	110.8	117.7	106.2	127.9	112.1
November.....	124.5	140.8	115.9	116.7	99.3	129.3	119.7	121.1	140.1	110.8	117.5	106.2	127.9	113.1
December.....	125.1	142.2	115.9	116.7	99.3	129.3	120.0	122.0	142.7	110.8	117.4	107.3	127.9	113.1
Annual Average.....	120.6	135.2	118.9	115.5	101.5	129.0	113.3	118.2	133.8	109.8	116.5	106.1	125.0	111.1
1943 January.....	125.2	142.4	115.9	116.8	99.3	129.3	120.2	122.1	142.9	110.8	117.1	107.3	128.7	113.3
February.....	126.2	145.8	115.9	116.8	99.3	129.3	120.3	122.6	144.3	110.8	117.1	107.3	128.7	113.3
March.....	128.2	152.0	115.9	116.8	100.5	129.3	120.5	124.7	146.5	110.8	117.1	107.3	128.7	119.1

n.a. Not available

REVISED INDEXES OF THE COST OF LIVING ON WARTIME BUDGETS IN SIX CITIES FOR WAGE EARNERS
AND LOWER-SALARIED CLERICAL WORKERS IN 1942-1943

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

Erie, Pa.								Lansing, Mich.							
Date	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House- furnish- ings	Sundries	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House- furnish- ings	Sundries	
1942 January.....	116.8	128.4	105.5	119.5	106.8	126.2	111.7	116.0	137.8	98.0	114.5	98.8	125.6	111.1	
February.....	118.1	129.1	106.7	123.1	107.9	128.0	113.2	117.0	138.2	98.0	117.6	98.8	128.6	112.5	
March.....	119.6	131.5	106.9	128.3	107.9	129.6	113.7	117.9	139.3	98.0	118.8	98.8	130.1	114.0	
April.....	121.6	134.1	109.8	134.2	107.1	130.1	114.3	120.0	143.5	98.0	124.5	98.7	132.5	114.3	
May.....	122.1	135.8	109.8	134.3	107.0	129.9	114.3	120.2	143.9	98.0	124.9	98.7	132.0	114.7	
June.....	123.7	140.4	109.9	132.4	107.1	129.8	115.0	120.5	145.6	98.0	123.3	98.7	129.8	114.8	
July.....	124.3	140.9	109.9	131.3	107.1	129.8	117.3	120.0	144.3	98.0	123.2	98.7	129.3	114.8	
August.....	123.8	140.9	109.9	130.3	107.1	129.8	115.3	120.0	144.2	98.0	123.1	98.7	129.4	114.6	
September.....	123.9	140.9	109.9	132.1	107.1	129.8	115.1	119.9	143.5	98.0	124.1	98.7	129.5	114.7	
October.....	125.4	143.7	109.9	132.2	107.1	129.8	117.6	121.2	148.0	98.0	124.1	98.7	129.5	114.7	
November.....	126.4	145.9	109.9	132.5	107.1	129.8	118.7	122.0	149.9	98.0	124.1	98.7	129.5	115.6	
December.....	127.9	149.8	109.9	133.7	107.1	129.8	118.7	124.3	157.5	98.0	124.1	98.7	129.5	115.5	
Annual Average.....	122.8	138.5	109.0	130.3	107.2	129.4	115.4	119.9	144.6	98.0	122.2	98.7	129.6	114.3	
1943 January.....	128.9	152.1	109.9	133.7	109.3	129.8	118.6	124.2	156.5	98.0	124.0	100.6	129.5	115.5	
February.....	129.0	152.3	109.9	133.7	109.3	129.8	118.6	124.8	158.7	98.0	124.1	100.6	129.5	115.5	
March.....	130.4	156.5	109.9	133.7	109.7	129.8	118.6	126.5	163.3	98.0	124.1	101.6	129.5	116.1	
Fall River, Mass.								Macon, Ga.							
1942 January.....	112.7	123.1	101.9	110.4	104.0	112.9	110.4	114.5	126.1	121.7	109.1	104.5	127.2	105.4	
February.....	114.2	124.0	101.9	114.2	104.0	112.9	113.4	116.3	128.2	121.7	113.8	104.5	127.2	106.8	
March.....	115.0	125.6	101.9	114.5	104.8	115.2	113.5	117.9	133.1	121.7	114.4	104.5	127.9	106.8	
April.....	117.1	128.1	104.3	120.0	106.4	115.6	114.1	118.9	134.7	121.7	116.7	104.5	130.5	106.9	
May.....	117.8	129.6	104.3	120.3	107.2	115.3	114.6	118.8	133.7	121.7	116.9	104.5	129.5	107.5	
June.....	118.2	130.9	104.3	119.8	107.3	114.3	114.6	118.2	133.6	121.0	116.3	99.3	129.3	107.5	
July.....	119.4	131.3	104.3	118.3	115.3	114.3	116.4	118.7	134.9	117.0	116.5	99.3	129.3	108.7	
August.....	119.2	131.8	104.3	118.5	110.9	114.3	116.4	118.9	136.7	116.6	116.3	99.3	129.3	107.7	
September.....	119.2	132.8	104.3	118.8	110.9	114.3	114.9	119.1	137.7	115.9	116.4	99.3	129.3	107.7	
October.....	120.4	136.3	104.3	118.8	110.9	114.3	115.0	120.4	140.2	115.9	116.6	99.3	129.3	109.0	
November.....	121.4	138.3	104.3	118.8	110.9	114.3	116.0	122.8	140.8	115.9	116.7	99.3	129.3	115.3	
December.....	121.5	138.5	104.3	118.8	110.9	114.3	116.0	123.3	142.2	115.9	116.7	99.3	129.3	115.5	
Annual Average.....	118.0	130.9	103.7	117.6	108.6	114.3	114.6	119.0	135.2	118.9	115.5	101.5	129.0	108.7	
1943 January.....	122.0	138.9	104.3	118.8	115.5	114.3	116.0	123.4	142.4	115.9	116.8	99.3	129.3	115.5	
February.....	122.0	138.9	104.3	118.8	115.5	114.3	116.0	124.5	145.8	115.9	116.8	99.3	129.3	115.5	
March.....	124.0	144.7	104.3	118.8	115.6	114.3	116.0	127.0	153.2	115.9	116.8	100.5	129.3	115.6	
Front Royal, Va.								Meadville, Pa.							
1942 January.....	114.5	137.8	99.7	119.8	103.5	124.4	104.9	113.1	127.3	104.6	113.5	105.9	118.1	105.1	
February.....	115.2	137.6	99.6	122.3	103.5	124.9	106.4	113.3	125.5	104.6	116.0	105.9	121.8	106.8	
March.....	115.6	138.5	99.7	124.1	103.5	125.7	106.2	116.5	128.3	110.8	116.6	105.9	123.2	110.4	
April.....	115.7	140.5	97.3	124.2	103.5	126.5	106.1	117.4	130.2	110.8	117.5	105.9	124.4	111.0	
May.....	115.6	140.1	97.3	122.2	103.5	126.5	106.9	118.1	132.3	110.8	116.1	105.9	124.5	111.5	
June.....	117.0	142.5	101.0	122.7	103.5	126.5	106.8	118.9	134.9	110.8	116.1	105.9	124.6	111.5	
July.....	117.5	143.3	101.0	122.2	103.5	126.9	107.9	119.4	135.3	110.8	115.9	106.2	125.0	113.1	
August.....	119.0	147.2	101.0	124.8	103.9	126.9	108.1	119.1	135.3	110.8	116.3	106.2	127.1	111.5	
September.....	119.4	147.6	101.0	127.5	103.9	126.9	108.0	119.3	135.6	110.8	117.5	106.2	127.1	111.5	
October.....	120.2	150.9	101.0	127.9	103.9	126.9	107.5	120.1	137.9	110.8	117.7	106.2	127.9	111.5	
November.....	121.6	154.0	102.2	127.9	103.9	127.1	108.4	121.0	140.1	110.8	117.5	106.2	127.9	112.5	
December.....	122.6	156.6	103.6	127.9	103.9	127.1	108.6	121.9	142.7	110.8	117.4	107.3	127.9	112.4	
Annual Average.....	117.8	144.7	100.4	124.5	103.7	126.4	107.2	118.2	133.8	109.8	116.5	106.1	125.0	110.7	
1943 January.....	122.8	157.1	103.6	127.9	103.9	127.1	108.5	122.0	142.9	110.8	117.1	107.3	128.7	112.5	
February.....	123.3	159.2	103.6	127.9	103.9	127.1	108.5	122.4	144.3	110.8	117.1	107.3	128.7	112.5	
March.....	124.9	162.5	103.6	127.9	103.9	127.1	110.8	124.6	146.5	110.8	117.1	107.3	128.7	118.8	

Strikes and Turnover Rates

STRIKE activity in May was at the highest level since Pearl Harbor. The table on page — which was prepared on the basis of information appearing in the press, indicates not only a substantial rise in the number of strikes which were begun during the month but also a considerable increase in the number of workers involved and the number of man days lost. Although the table is not all-inclusive and cannot be used as an absolute measure of the increase in strike activity, in the past months it has been generally indicative of basic trends. Preliminary information released by the United States Bureau of Labor Statistics points out that the number of workers involved and the man days lost in just three strikes—the United Mine Workers strike, the Chrysler strike, and the strike in the rubber industry—were greater than the total for all strikes in April.

Three hundred ninety-five strikes occurred in April involving 200,000 workers and resulting in the loss of 675,000 man days. Although the number of strikes begun in April was not the largest for any one month since the United States entered the war in December, 1941, it was a peak month for the number of workers involved and the number of man days lost because of strikes. The number of workers involved in strikes in April was exactly double the previous wartime high point in June, 1942, and the number of man days lost was more than 50% above that for any other month since Pearl Harbor.

THREE IMPORTANT STRIKES

The United Mine Workers of America was responsible for two important work stoppages in the hard and soft coal mines during May. Both stoppages involved approximately 480,000 miners. The first lasted about four days, and the second seven days. These strikes were the result of the efforts of the United Mine Workers to obtain a \$2.00 a day rise, plus additional benefits such as portal-to-portal pay. After the expiration of the old contract in March and in the course of negotiating a new contract with the operators, the union continuously threatened to strike. Union refusal to recognize the WLB has resulted in successive crises and Presidential interventions. The dispute is still pending with a new truce deadline set for June 20, at which time the union has again threatened to strike unless a satisfactory solution to the problem is found.

Another large and serious strike of the month was that against the Chrysler Corporation in Detroit. Lasting more than four days, it involved over 28,000

workers and imperiled the operations of an additional 85,000. The strike, unauthorized by the union, was attributed to a grievance arising out of the company's refusal to abide by a seniority agreement and to workers' dissatisfaction because men were working side by side doing identical work with widely varying rates of pay.

A third important strike of the month was called against the large tire and rubber companies operating in Akron, Ohio. This strike arose because of union dissatisfaction with the decision of the War Labor Board in awarding three cents an hour in response to the union's demand for an increase of eight cents an hour. The union declared that the walk-out was unauthorized and was a spontaneous protest to the decision. Observers pointed out that the strike, however, was exceptionally well coordinated, and when the strike ended a union spokesman remarked that the objectives of the strike, a review of the WLB decision, had been achieved. Fifty-two thousand workers were involved in the strike, which lasted six days and resulted in an estimated loss of over \$18 million worth of vital war production. The strike had to be terminated by a Presidential appeal.

STRIKES AGAINST WLB

A substantial number of strikes reported in the press during the month of May were not against the companies involved, but were against the War Labor Board for delays in making decisions affecting the workers concerned, or, as in the rubber industry strike, discontent with the decision rendered by the WLB. One of the purposes of establishing the War Labor Board was to settle labor-management disputes without strikes. Unless the War Labor Board can be armed with some power of enforcement for its decisions and thus prevent strikes or work stoppages in protest, it is not fulfilling its important function of keeping production moving while disputes are being settled. The extent to which these strikes against the War Labor Board have developed is illustrated not only in the rubber industry and coal strikes, but in the less important Bison Casting Company strike where 300 employees quit work because they objected "to the attitude of a referee of the War Labor Board hearing their case, which led them to believe their demands would not be granted."

Workers involved in every dispute referred to the War Labor Board undoubtedly feel that their case deserves immediate attention, and delays on the part of the board have been one of the most important

LABOR DISPUTES ORIGINATING DURING THE MONTH OF MAY, 1943¹

Organization Affected	Location	Date Begun	Date Ended	Workers Involved	
Manufacturing, Building, and Mining					
Air Reduction Sales Co.....	Jersey City, N. J.	5/ 3	5/ 6	1,234	
Alabama Dry Dock and Shipbuilding Co.....	Mobile, Ala.	25	..	7,000 ^a	
Allegheny Ludlum Steel Corp.....	Brackenridge, Pa.	25	..	230	
American Steel and Wire Co. (Cuyahoga Works).....	Cleveland, Ohio	25	..	200	
Andrews Steel Co.....	Newport, Ky.	26	..	400	
Bethlehem Steel Co. (Steelton Plant).....	Steelton, Pa.	22	..	1,800	
Lackawanna Plant.....	Lackawanna, N. Y.	17	20	135	
Sparrows Point Plant.....	Sparrows Point, Md.	24	25	180	
Bledsoe Coal Mine Co.....	Terre Haute, Ind.	8	..	300	
Brewster Aeronautical Corp.....	Newark, N. J.	27	27	1,200	
Bison Casting Co.....	Buffalo, N. Y.	28	..	250	
Carnegie-Illinois Steel Corp.....	Gary, Ind.	15	24	8 ^b	
Chrysler Corp. (De Soto-Wyoming Plant).....	Detroit, Mich.	14	..	1,500	
Dodge Truck Plant.....	Detroit	20	24	4,000	
Dodge Main Plant.....	Detroit	20	24	12,000	
Jefferson-Kercheval Plants.....	Detroit	20	24	8,500	
Lynch Road Chrysler Plant.....	Detroit	20	24	550	
De Soto Bomber Plant.....	Detroit	21	24	n.a.	
Cranberry and Hazelton Collieries.....	Wilkes-Barre, Pa.	8	..	800	
Electric Auto-Lite Co.....	Toledo, Ohio	25	..	2,000	
Firestone Tire & Rubber Co.....	Akron	22	27	17,000	
Ford Motor Co. (River Rouge Production Foundry).....	Detroit, Mich.	2	4	4,784	
River Rouge Magnesium Foundry.....	Detroit	2	4	1,280 ^c	
River Rouge Plant.....	Detroit	5	6	n.a.	
Edgewater Plant.....	Edgewater, N. J.	27	28	3,300	
Gair Bogota Paper and Board Corp.....	Bogota	4	10	250	
General Tire & Rubber Co. ²	Akron, Ohio	22	23	3,000	
Goodrich, B. F. Co.....	Akron	4	4	400	
Goodrich, B. F. Co.....	Akron	22	27	14,000	
Goodyear Tire & Rubber Co.....	Akron	22	27	18,500	
Higgins Shipbuilding Industry.....	New Orleans, La.	14	..	250 ^d	
Illinois Ordnance Plant.....	Herrin, Ill.	..	..	5,000	
Jones and Laughlin Steel Corp. (Mine No. 4)....	California, Pa.	7	9	1,400	
Jones and Laughlin Steel Corp. (Shannopin Mine).....	Bobtown, Pa.	..	..	300	
Kelsey Hayes Wheel Co. (2 plants).....	Detroit, Mich.	20	20	3,600	
Jacques Kreisher Manufacturing Corp.....	North Bergen, N. J.	10	14	500	
La Crosse Rubber Mills Co.....	La Crosse, Wis.	26	..	500	
Marine Manufacturing and Supply Co.....	New Brunswick, N. J.	6	11	140	
Marlin-Rockwell Corp.....	Jamestown, N. Y.	25	29	1,600	
National Supply Co. (Sprang-Chalfant Division)....	Pittsburgh, Pa.	23	..	15,000	
New England Shipbuilding Corp. (East Yard).....	South Portland, Me.	17	19	4,000	
Patternmakers (Seven Pittsburgh concerns).....	Pittsburgh, Pa.	5	9	120 ^e	
Pitcairn Co.....	Barberton, Ohio	11	..	600	
Ray Day Piston Co.....	Detroit, Mich.	20	..	300	
Robins Dry Dock and Repair Co.....	Brooklyn, N. Y.	22	24	200	
Rochester and Pittsburgh Coal Co.....	Johnstown, Pa.	20	..	1,350	
Spicer Manufacturing Co.....	Toledo, Ohio	25	29	6,000 ^f	
Standard Shipbuilding Co.....	San Pedro, Cal.	11	..	500	
Standard Shipbuilding Co.....	San Pedro	24	28	500	
Sun Shipbuilding & Dry Dock Co.....	Chester, Pa.	3	6	170	
Symington-Gould Corp.....	Rochester, N. Y.	24	26	1,600 ^g	
Tennessee Iron and Coal Co. (Edgewater Mine) ³	Birmingham, Ala.	22	26	5,000	
Timken Roller Bearing Co.....	Canton, Ohio	25	27	1,200	
Trailer Co. of America.....	Cincinnati	19	24	1,200	
United Mine Workers.....	"	1	4	480,000	
United Mine Workers.....	Princeton, Ind.	6	..	600	
United Mine Workers.....	Bellaire, Ohio	7	9	1,200	
United Mine Workers.....	Johnstown, Pa.	18	..	6,700	
United Mine Workers.....	"	31	6/ 7	480,000	
United States Rubber Reclaiming Co.....	Buffalo, N. Y.	25	5/28	438	
Utica and Mohawk Cotton Mills, Inc. ⁴	Utica	17	22	600	
Westinghouse Electric & Mfg. Co.....	Bloomfield, N. J.	8	..	6,000	
Wright Aeronautical Corp. (Magnesium Foundry).....	Fair Lawn	3	5/ 5	300	
Miscellaneous					
Baltimore Transit Co.....	Baltimore, Md.	25	6/ 7	1,100 ⁱ	
Bus drivers.....	Rome to Utica, N. Y.	25	5/25	200 ⁱ	
Bus drivers and street car operators.....	Akron, Ohio	13	15	350 ⁱ	
Empire Milk Trucking Co.....	Utica, N. Y.	20	..	n.a. ^j	
Fabian chain theaters.....	Staten Island	15	..	42	
Jersey City-Lynhurst Bus Co.....	Lynhurst to New York	11	13	72 ⁱ	
IBTCWH ⁵ (AFL).....	Phila. & Vineland, N.J.	18	20	1,000	
IBTCWH (AFL).....	Boston, Mass.	20	..	200 ^k	
Intercity Coach Lines.....	Lansing, Mich.	15	..	n.a. ⁱ	
Poultry shops.....	New York, N. Y.	10	..	l	
Press Wireless, Incorporated.....	New York	7	12	150	
Refuse Drivers and Collectors (AFL).....	Pittsburgh, Pa.	11	..	361	
Retail food stores.....	Philadelphia	10	13	m	
Twentieth Century Cab Co.....	Newark, N. J.	4	5	250	

n.a. Not available.

^a7,000 Negro workers sent home as a protective measure following rioting when white welders objected to having Negro welders assigned to work with them.

^bStrike of eight operators of charging machines tied up an open hearth furnace, causing production loss of 3,000 tons of steel.

^cStrike of 340 workers in the magnesium foundry forced its shutdown, so that 240 more employees were sent home. Shutdown resulted in dismissal of 700 foundry machine shop workers.

^dThis strike was against the union by union men and not against the company, although it did interfere with production.

^eParalyzed war production in seven major pattern shops in Pittsburgh.

^fWhen 5,000 employees of the Spicer Manufacturing Company struck on May 25, 1000 employees of the Willys-Overland jeep assembly line were forced to quit because they depended on Spicer for materials.

^gA walk-out of four melting department workers forced suspension of operations by 1,600 other workers.

ⁱGreatly affected the movement of war workers in the cities in question.

^jStrike of truck drivers halted milk deliveries from this area.

^kTied up shipment of vital war goods, including ammunition, as well as $\frac{1}{4}$ of all motor freight between New York and Boston.

^l250 shops closed in protest against black markets and OPA ceilings.

^m850 shops struck against wholesale poultry dealers.

¹Incomplete report based on available material published in the press.

²Strike of same number of workers begun on 5/25 and ended on 5/27.

³Strike of same number of workers begun on 5/27.

⁴Strike of United Mine Workers has affected every major coal field in eastern United States. Individual coal strikes listed represent only a small part of those occurring during periods of "truce" and are separate from the two major work stoppages. Most of the stoppages during the mid-May truce period were due to employer attempts to fine the miners for the unauthorized work stoppages of the first week in May in accordance with existing contracts. Others evolved out of the previous disputes.

⁵Strike of same number of workers begun on 5/27 and ended on 6/1.

⁶International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers (AFL).

STRIKES, TURNOVER RATES AND PRODUCTION

Date	All Occupations			Production ² (1935-1939 = 100)	Manufacturing					
	Strikes ¹		Man Days Idle During Period (Thousand)		Turnover Rate per 100 Employees ¹					Accessions ³
	Beginning in Period				Separations ⁴					
	Number	Workers Involved (Thousand)			Total	Quits ⁴	Miscella- neous ⁴	Discharges ⁴	Lay-offs ⁴	
1929.....	921	289	5,352	110	75.23a	41.01a		9.04a	25.17a	67.61a
1930.....	637	183	3,317	90	59.65	18.64		5.04	35.97	37.02
1931.....	810	342	6,893	74	48.38	11.39		2.72	34.27	36.59
1932.....	841	324	10,502	57	51.98	8.34		1.96	41.68	39.82
1933.....	1,695	1,168	16,872	68	45.38	10.66		2.49	32.23	65.20
1934.....	1,856	1,467	19,592	74	49.17	10.67		2.24	36.26	56.91
1935.....	2,014	1,117	15,456	87	42.74	10.37		2.29	30.08	50.05
1936.....	2,172	789	13,902	104	40.35	13.02		2.63	24.70	52.16
1937.....	4,740	1,861	28,425	113	53.11	14.97		2.38	35.76	42.59
1938.....	2,772	688	9,148	87	49.22	7.46		1.29	40.47	46.16
1939.....	2,613	1,171	17,812	108	37.71	9.52		1.52	26.67	48.85
1940.....	2,508	577	6,701	124	40.27	10.93	1.61	1.84	25.89	52.72
1941.....	4,288	2,363	23,048	161	46.68	23.63	4.15	3.04	15.86	64.51
1942 r.....	2,968	840	4,183	190	77.66	45.09	15.04	4.66	12.87	91.62
1942 March.....	234	67	402	177	5.36	3.02	.82	.33	1.19	6.99
April.....	277	56	367	181	6.12	3.59	.87	.35	1.31	7.12
May.....	285	69	322	183	6.54	3.77	.96	.38	1.43	7.29
June.....	345	110	586	185	6.46	3.85	1.02	.38	1.21	8.25
July.....	388	100	417	189	6.73	4.02	1.23	.43	1.05	8.28
August.....	330	92	449	196	7.06	4.31	1.46	.42	.87	7.90
September.....	274	88	387	202	8.10	5.19	1.79	.44	.68	9.15
October.....	207	62	244	204	7.91	4.65	2.03	.45	.78	8.69
November.....	144	52	128	206	7.09	4.21	1.80	.43	.65	8.14
December.....	147	59	193	207	6.37	3.71	1.50	.46	.70	6.92
1943 January b.....	195	90	450	208	7.11	4.45	1.40	.52	.74	8.28
February.....	210	42	170	211	7.04	4.65	1.35	.50	.54	7.87
March r.....	260	72	230	212	7.69	5.36	1.24	.57	.52	8.32
April p.....	395	200	675	215	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

NOTE—For back figures, see *The Conference Board Management Record*, June, 1942, p. 194.

¹United States Bureau of Labor Statistics.

²Federal Reserve annual production data are averages of monthly figures.

³A separation is a termination of employment of any of the following kinds: quit, lay-off, discharge, or miscellaneous. Transfers from one plant to another of the same company are not considered as accessions or separations.

⁴A quit is a termination of employment, generally initiated by the worker because of his desire to leave, but sometimes due to his physical incapacity. Beginning with January, 1940, separate rates were computed for miscellaneous separations; i. e., separations due to death, permanent disability, retirements on pensions, and similar reasons. Beginning with September, 1940, workers leaving to enter the Army or Navy were included in miscellaneous separations.

⁴A discharge is a termination of employment at the will of the employer, with prejudice to the worker because of some fault on the part of the worker.

⁴A lay-off is a termination of employment at the will of the employer, without prejudice to the worker and of a temporary, indeterminate, or permanent nature. However, a short, definite lay-off with the name of the worker remaining on the payroll is not counted as a separation.

⁴An accession is the hiring of a new employee or the rehiring of an old employee. Transfers from one plant to another of the same company are not considered as accessions or separations.

aJune to December. pPreliminary. n.a.Not available. rRevised
bData since January, 1943, not strictly comparable with previously released data. Plants have been reclassified in accordance with their present product manufacture. The rates now refer to all employees rather than wage earners only.

causes for strikes directed at the board. If some means could be found of rendering more rapid decisions, a large number of these strikes might be avoided. It also seems insufficient to establish a board of equity such as the WLB and then to find that if it renders a decision unfavorable to labor, a strike on labor's part can force a reconsideration and perhaps an alteration of the decision. In cases where management has shown dissatisfaction with WLB decisions, it has been threatened with government seizure of its plants, but no such weapon has yet been raised against defiant unions.

Separations increased 9% from 7.04 a hundred employees in February, to 7.69 in March. This largely reflects a 15% rise in the quit rate from 4.65 in February to 5.36 in March. Layoffs declined 4% from

.54 to .52, and discharges rose 14% from .50 to .57. Miscellaneous separations declined 8% from 1.35 to 1.24. Accessions rose 6% from 7.87 a hundred employees to 8.32. Both total separations and total accessions have shown considerable increase over those in the previous year. Separations have risen 43% from the level of 5.36 in March, 1942, and total accessions are up 19% from the March, 1942, level of 6.99. Total accessions continue to exceed total separations, indicating that the manufacturing labor force is still increasing. The difference between accessions and separations in March, 1943, however, is only .63 a hundred employees, as compared with 1.63 in March, 1942, showing that the rate of expansion is declining.

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Division of Labor Statistics

Wage-increase Announcements¹, May 1 to May 31

Source: Daily Press and Various Periodicals

Company	Location	Amount of Increase	Number Affected	Remarks
American Smelting & Refining Company.....	Perth Amboy, N. J.	5¢/hr.	1,500	Retroactive to July 1, 1942
Chicopee Manufacturing Corporation.....	Chicopee Falls, Mass.	7.5¢/hr.	.....	Retroactive to June 15, 1942
Consolidated Edison Company of New York, Inc.	New York City	6¢/hr. (avg.)	23,083	Retroactive to January 1, 1943
New York Power & Light Corporation.....	Albany, N. Y.	3.7¢/hr.	1,900	Retroactive to December 20, 1942
New York Telephone Company.....	New York City, upstate New York and Long Island	82/wk. (avg.)	11,000	Retroactive to September 6, 1942
Postal Telegraph Company.....	Entire country	12½¢/hr.	8,000	To nonmessenger employees
		10%	4,000	To messengers
		7½¢/hr.	500	To route aids
Frank G. Shattuck Company.....	New York City, Westchester Co., New York, and Newark, N. J.	4¢/hr.	1,315	To waitresses in 34 Schrafft restaurants
Weston Electrical Instrument Company.....	Newark, N. J.	2¢/hr.	640	To women workers. Retroactive to March 29, 1943
Six sugar refining plants.....	.....	3½¢ to 5½¢/hr.	3,700	To employees of National Sugar Refining Co., NYC; Revere Sugar Refinery, Charleston, Mass.; Refined Syrup & Sugars, Yonkers, N. Y.; American Molasses Co., NYC; American Sugar Refining Co., NYC & South Boston, Mass.

¹Includes salary-increase announcements

Employment and Unemployment

SEASONAL expansion of operations on the farm front brought total employment to an all-time high of 60.9 million in April. Nearly 900,000 of the 1,300,000 workers taken on during the month went directly into farm work, while most of the other recruits entered the armed forces. Total industrial employment, however, declined by more than 160,000 during the month, while the increase in factory employment was the smallest recorded since Pearl Harbor.

Fully 7.5 million more persons were employed at the record April high than in the same month a year ago. At that time there were still nearly 1¾ million numbered among the unemployed. In contrast, the current employment total exceeds by more than 5 million the total number of persons comprising the nation's labor force in peacetime. The strength of the armed forces was tripled during these months, rising to over 8 million; about 2 million were taken on in factories, and more than a million were added to civilian government payrolls. Declines over the twelve months were most pronounced in construction, with a loss of more than 700,000 workers; agricultural employment fell 240,000; and trade and distribution, nearly 200,000.

The current level of employment in agriculture is lower than in World War I. Factory employment is nearly 5 million higher, or almost half again the total

of the war effort of a generation ago, while federal civilian employment exceeds 3 million, as against 918,000 on November 11, 1918. The armed forces are currently nearly double the corresponding total at the height of the last war. Farm employment in 1942, however, was almost 350,000 below its 1918 average, and has remained below its 1942 level since the beginning of this year.

APRIL TRENDS

Farm employment in April rose to 9.9 million, about ¼ million lower than in the same month of the preceding year, and roughly 750,000 lower than in 1937-1939. Hired farm workers numbered slightly more than 2 million, about 150,000 or 7% below the corresponding 1942 total. Farm family workers, including farm operators and their family members doing work without wages, totaled 7.8 million, or nearly 100,000 less than in 1942.

Only on the Pacific Coast was the number of hired farm workers greater than a year ago. Relocated Japanese workers and imported Mexican labor have helped to swell the hired labor supply in the western areas. Hired employment has decreased by 30,000 in each of the two North Central areas, and by about 20,000 in each of the Southern regions.

A minor slump in employment developed in most of

EMPLOYMENT AND UNEMPLOYMENT, APRIL, 1943¹

In Thousands

Distribution of Labor Force	1941	1942	1943		
	April		Feb.	March	April ²
Unemployment.....	4,812	1,742	....	....	....
Excess of employment over economic labor force.....	....	....	3,123	4,031	5,289
Total employment.....	49,881	53,388	58,618	59,588	60,908
Agriculture.....	10,132	10,140	8,550	9,019	9,900
Forestry and fishing.....	215	210	177	181	185
Total industry.....	18,714	20,663	22,065	22,115	21,953
Extraction of minerals.....	469	793	731	726	714
Manufacturing.....	12,705	14,007	15,943	16,047	16,058
Construction.....	2,551	2,591	2,088	2,012	1,812
Transportation.....	2,000	2,237	2,278	2,307	2,346
Public utilities.....	989	1,035	1,024	1,022	1,023
Trade, distribution and finance.....	7,815	7,677	7,362	7,408	7,492
Service industries (including armed forces).....	11,927	13,525	19,105	19,493	19,993
Miscellaneous industries and services.....	1,077	1,173	1,360	1,373	1,385
Emergency employment ² WPA, CCC and NYA (out-of-school) ³	2,270	1,148	291	221	163

¹Subject to revision²Not included in employment total³Since July 1, 1942, NYA projects are officially designated as war training programs rather than work-relief projects.

the major manufacturing groups. Significant gains appeared in only two groups—aircraft and shipbuilding, and chemical products. Practically all the gain of nearly 50,000 in the durable goods sector arose in the transportation group, slight declines having appeared in iron and steel and other war industries, as well as in consumer products, such as furniture.

Decreases in the nondurable goods sector of manufacturing, particularly in the consumer fields, were almost equivalent to the net additions in durable production. Losses were most pronounced in textiles and foods, with only the chemical group reporting a substantially higher number on payrolls than in the preceding month.

Employment in construction continued to fall off sharply, dropping by 200,000 during the month. Total industrial employment (manufacturing, mining, construction, transportation and public utilities) turned downward by 162,000, receding to levels prevailing at about the middle of last year. Continuing curtailment of construction projects has cut the number on construction payrolls by 30% from the record peaks of 1941-1942.

The number at work in mines has decreased steadily in the initial four months of this year, and was a tenth lower in April than in the previous year. In all the nation's five basic industries, manufacturing and transportation alone had more people at work than in 1942. Construction and mining were both well below their operating levels in the early war months, having returned to 1940 and 1939 levels, respectively, while employment on public utilities has also fallen slightly.

Federal civilian employment continued to expand, as nearly 34,000 persons were added to the payrolls during the month.

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Division of Industrial Economics

Penalty for Holiday Absenteeism

Companies that have made a practice of paying straight time for holidays not worked have encountered difficulty under Executive Order No. 9240, which restricts payment for holidays worked to one and one-half times the regular rate. Many workers have shown a preference for time off at straight time rather than time-and-one-half for working. The War Labor Board approved a recommendation of one of its mediators that a penalty in the form of forfeiture of this unearned pay be invoked where employees fail to show up for work on holidays when requested to do so by the company. To prevent misuse of the company's prerogative to request work on holidays, the order directed that the company provide the union with proof that such work was requested by a government department, agency, or prime contractor.

The principal mediation officer recommended that the following clause be included in the holiday pro-

visions of the collective bargaining agreement between the Robaczynski Machine Corporation, Brooklyn, New York, and the International Association of Machinists:

Any employee who shall be called in to work on any of the above holidays as the result of a request to the company for work on that day from any governmental agency or department or any contractor with which the company has contractual relations for war work, and who shall fail to report for any reason other than illness or unavoidable cause shall not receive his straight-time pay for that holiday. If requested by the union the company shall give the union, in writing, a statement of the time when any request to work on a holiday was made of it, and the identity of the governmental department or agency or contractor who made such request as well as the identity of the specific person acting for the agency, department or contractor who made the request.

Chronology of Events affecting Labor Relations, May 1 to May 31

May

- 1 *Coal Mines Taken Over*—President orders Secretary Ickes to take over all bituminous and anthracite properties because of grave peril to the national interest in connection with mine strike.
- 2 *President Appeals to Miners*—Just as union agrees to resume mine operation, President broadcasts appeal to miners to prevent coal tie-up.
- 3 *UMW Demand Unchanged*—As bituminous miners resume work, John L. Lewis reiterates demand for an increase of \$2 a day.
- 5 *Senate Passes Connally Bill*—By vote of 63 to 16, Senate passes Connally bill prescribing criminal penalties for those encouraging disruption of production in war plants.
- 7 *Railroad Panel Fails*—Emergency fact-finding panel announces failure to settle the dispute between 900,000 railroad nonoperating workers and the principal railroads over union demands for higher wages.
- 11 *NLRB Rejects Foremen's Unions*—Reversing a former stand, NLRB by 2 to 1 vote, with Chairman Millis dissenting, excludes foremen and supervisory employees from the protection of the National Labor Relations Act. Decision permits foremen to form unions if they wish, but they cannot appeal to NLRB for protection against discrimination.
Committee Reports Drastic Labor Bill—House Military Affairs Committee reports out a drastically revised anti-strike bill by vote of 21 to 0. Bill has provisions of Connally measure plus some features of Smith bill.
- 12 *WLB Pay Control Restored*—Director of OES restores to WLB its authority to make wage adjustments "to aid in the prosecution of the war or correct gross inequities" provided such adjustments do not increase prices or production costs.
Ickes Returns to Owners Nonstriking Mines—Properties of 94 coal companies in Illinois whose employees are affiliated with AFL are returned to their owners on receipt of a no-strike pledge from 40,000 miners.
- 13 *No National 48-Hour Week*—War Manpower Commission advises that it has abandoned idea of substantially increasing nation's labor force by establishing a national 48-hour week.
- 15 *International Jobless Pay Plan*—Arrangements worked out between Canadian Government and United States whereby Canada agrees to have its Unemployment Insurance Commission act as a local agent for each state employment system in this country. Every branch unemployment-insurance office in Canada will accept initial and continued claims for unemployment benefits earned by American or Canadian workers while in the United States.
- 16 *Lewis Again Defies WLB*—Once more, UMW President announces that union will ignore the board's order to appear before it in Washington. Union willing to resume collective bargaining negotiations, but contends WLB has no jurisdiction in the controversy.
- 18 *WLB Not to be By-passed*—Solid Fuels Administrator Ickes, operator of nation's coal mines taken over by Government, informs Mr. Lewis that any contract negotiated between the union and the mine owners must be approved by War Labor Board.
- 19 *UMW Would Rejoin AFL*—American Federation of Labor announces that United Mine Workers has applied for reaffiliation with the AFL. Special committee will meet with miners' committee to attempt to iron out barriers that stand between the application and its approval.
- 21 *Coal Panel Reports on Wage Demand*—WLB panel in soft coal dispute submits report indicating straight basic wage increase as improbable but leaving way open for adjustments of other kinds.
- 22 *Strikes on Increase*—Symptomatic of growing labor instability, 52,000 rubber workers strike in Akron in protest against a WLB ruling regarding wage demand.
- 25 *Coal Negotiations Resumed*—WLB denies wage increase of \$2 a day, double time for Sunday work and a guaranteed 52 weeks of work a year, but approves increase in vacation allowance, and remanded demand for "portal to portal pay" to collective bargaining negotiation.
- 26 *Railroad Wage Report Filed*—Emergency board appointed from National Railway Labor Panel recommends to President general wage increase of 8¢ an hour for more than one million nonoperating railroad employees, but disapproves request for union shop and for minimum wage of 70¢ an hour.
- 27 *Machinists Union Secedes from AFL*—The International Association of Machinists, with 565,000 members, advises AFL that it is withdrawing from that body because of certain jurisdictional difficulties.
- 28 *New Nondiscrimination Committee Appointed*—The President replaces former committee by a new group to eliminate discrimination by all employers, federal departments and labor unions in the matter of employees and members. New committee removed from jurisdiction of WMC.
- 31 *New Coal Strike Imminent*—End of coal truce approaches with no indication of satisfactory settlement of points at issue.
WLB Tightens Pay Restrictions—Claiming that some employers are circumventing ban on pay increases on ground that they fall within an established schedule, WLB rules that effective immediately no individual increases may be granted unless a *bona fide* schedule is approved specifically by WLB or one of its regional offices.